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Winter House Building Incentive Program

Department's Special Services Branch administers new program that provides \$500 cash incentive to encourage house building during four winter months, December 1, 1963 to March 31, 1964

Under the new Winter House Building Incentive Program, the federal Government provides through the Department of Labour a direct payment of \$500 in cash to the owner-builder or the first purchaser of a house on which the major part of the construction is completed during the period from December 1, 1963 to March 31, 1964.

The \$500 payment applies to single houses, and to each unit in multiple residential buildings of not more than four units, built solely for year-round residential use within the above-mentioned specified time limits. A four-unit building, for example, qualifies for an incentive payment of \$2,000.

The recipient of a cash payment for eligible house construction projects can use the money as he wishes. Payment of the incentive will be made to a person who has an eligible housing unit built by a contractor, builds it himself or acts as his own contractor, or is the first purchaser of an eligible house built by a merchant builder.

To be eligible under the program, a house must be built between December 1, 1963 and March 31, 1964. Construction may proceed to the first-floor joist stage before December 1, and outside painting, walks, driveways and landscaping may be completed after March 31.

Dwellings have to meet the normal standards of adequate housing and comply with local bylaws.

The Incentive Program is intended to stimulate winter employment in the building industry and at the same time increase employment in the industries and trades supplying building materials.

To Obtain Incentive

To obtain the incentive, a person must first make application to the Special Services Branch, Department of Labour, for a certification as a winter-built home. The Branch will arrange to have the site inspected. This first inspection will be to see that the building has not advanced beyond the first-floor joist stage, or the equivalent, before December 1.

If work on the house is to begin before December 1, the application must be made no later than November 10. Work that begins after December 1 must not proceed

before the first-floor joist stage until it has been inspected; the application should be made at least 15 days before the date the inspection is wanted.

A final inspection will be made on or before March 31 to ensure that the building has been completed and that it meets the requirements of the program.

The conditions of eligibility for the winter house-building incentive, which are given on the back of the application for certification, specify that:

—Eligibility is limited to single detached dwellings and to multiple-dwelling-unit structures containing not more than four self-contained units, which must be built solely for year-round residential use.

—Each dwelling unit must consist of four or more rooms and contain adequate heating and sanitary facilities, as well as adequate space for cooking, eating, living and sleeping.

—Electrical facilities, where available, and a means for heating water for domestic use must be provided. Sanitary facilities must be separate from all other space and must include an adequate means of water supply and sewage disposal.

—Multi-unit residential structures must have, for each unit, a separate exit to the exterior or to a common hallway leading to the exterior, and facilities similar to those specified for single dwellings.

—The general standard of construction must be at least equivalent to that of Part 9 (Housing) of the National Building Code of Canada, and the dwelling must comply with local municipal bylaws and provincial legislation.

When a house has been completed and certified as a winter-built house, the person who wants to receive the incentive must apply to the Special Services Branch. The Branch will supply a form that will provide for a declaration to the effect that the applicant is the first owner of the building. When the form is returned the payment will be made promptly.

Application forms may be obtained from any local National Employment Service; Post Office (where there is no NES office); Central Mortgage and Housing Corporation offices; or directly from the Special Services Branch, Department of Labour, Ottawa 4.

50 Years Ago This Month

Amendment of Canadian immigration laws to prevent evasion urged at annual convention of Trades and Labour Congress

A greater influx than ever before of tradesmen, such as mechanics and clerks, for whom there was least opportunity had coincided with a falling off in employment, the Executive Council of the Trades and Labour Congress of Canada told the 29th annual Convention of the Congress, held in Montreal on September 22-27, 1913. The LABOUR GAZETTE of October 1913 published a lengthy report of the convention.

The Council asserted that there was evidence that Canadian immigration laws had been evaded and laxly administered, and it urged that the laws be amended to prevent such evasion or misrepresentation.

The TLC had distributed throughout the British Isles and the continent of Europe a circular describing conditions in Canada, the Council recalled, and the appearance of this circular had led the Dominion Government to issue an order to its agents in Europe discouraging the immigration of mechanics.

The credentials committee reported that 339 accredited delegates were at the meeting: 262 delegates from 156 local unions, 49 representing 26 Trades and Labour Councils, 24 representing a like number of international organizations, one delegate each from the British Columbia Federation of Labour and the Alberta Federation of Labour, and two fraternal delegates, from the American Federation of Labor and from the British Trades Union Congress.

Owing to the large number of French-speaking delegates present, which made it necessary to conduct the business of the meeting in French as well as English, a translator was appointed.

The Executive Council said that in April 1913 an application from the Canadian membership of the Amalgamated Society of Carpenters and Joiners for affiliation with the Congress had been refused, the reason given being that the Congress could not continue to have in affiliation any organization that was not recognized by the American Federation of Labor. (The Amalgamated Society had previously been affiliated with the AFL but, owing to its failure to amalgamate with the United Brotherhood of Carpenters and Joiners, its charter had been revoked.)

"Under the heading of Armaments, the Executive stated that the education of the workers in the real reasons for big armies and navies is having a wonderful effect towards the peace of the world, as far as international wars are concerned, and referred to the sensational charges which had been made as to the methods of armament manufacturers to secure business," the GAZETTE said.

The resolutions committee reported favourably on a resolution opposing union men's joining the militia. In view of "the way in which the militia were being used in Vancouver Island to coerce the workers into submitting to the conditions imposed on them by the mine owners," the resolution asked the Congress to place itself on record "as being opposed to union men joining the militia," and approved the action of certain international unions which forbid members to be connected with the militia.

A resolution asking for the repeal of the Industrial Disputes Investigation Act was recommended for adoption by the resolutions committee and was passed by the convention. But, the GAZETTE's report continued, "The Secretary-Treasurer of Congress a moment later asked that the resolution be again taken up, which request was adopted without dissent. The Secretary stated that it was apparent that there was no possibility of having the law repealed, as many labour organizations were in favour of its retention, one of which was the Order of Railroad Telegraphers, which had withdrawn its affiliation from the Congress owing to the stand taken in regard to this statute.

"In view of the statement of the Secretary, the chairman of the resolutions committee moved an amendment to change the resolution so as to ask for the amendment of the Act instead of repeal."

The Vice-President pointed out that the Executive Council, acting on instructions given by two previous conventions, had asked the Government to amend the law; and he said that he could not see the wisdom of asking for the repeal of a law that had been of service to some branches of the organized labour movement. He then moved an amendment to the amendment to the effect that the action of the two earlier conventions should be re-affirmed, and his motion was adopted.

35 Designated Areas Qualify for Federal Assistance

Thirty-five designated areas across Canada that have qualified for special measures of federal Government assistance in economic or industrial development were listed last month in a joint announcement by the Minister of Industry and the Minister of Labour.

The areas have been so designated because they are experiencing high levels of unemployment and slow rates of growth. The list includes most of the localities designated as eligible for assistance under the former special capital cost allowance program. A number of new areas have been added.

In making the announcement, the Ministers referred to the formation of the Area Development Agency of the Department of Industry, which is designed to help in the economic development of the designated areas. The agency will work in close collaboration with other federal agencies, with provincial and municipal authorities, and with industrial and commercial interests in dealing with such areas.

In examining the various areas into which the country has been divided, the help of the National Employment Service has been enlisted, the announcement said. All NES areas will be reviewed each year by the Department of Labour, and the addition of new areas and the removal of ones that have ceased to qualify will be announced by that department.

The programs designed to stimulate employment in the designated areas that have so far been announced include: proposed new and important tax concessions to manufacturing and processing industries as an inducement to set up in such areas, the expediting of government construction projects for the coming winter, and an increase in the incentive payments for projects approved under the Municipal Winter Works Incentive Program.

Three tax incentives proposed for the designated areas are: a three-year exemption from income tax for new enterprises; accelerated capital cost allowances on new machinery and equipment acquired for use in certified new manufacturing and processing enterprises, at the rate of 50 per cent on a straight line basis, instead of the usual 20 per cent on a diminishing balance basis; and an accelerated capital cost allowance on new buildings acquired in designated areas, at the rate of 20 per cent on a straight line basis, instead of the normal 5 per cent

on a diminishing balance basis for most buildings.

The conditions under which a National Employment Service area may qualify as a designated area, according to the announcement, are one or other of the following:

It must have been classified by the Department of Labour as a labour surplus area for at least half of the months May to October during the past eight years, and must have experienced a growth in the volume of employment less than half the national average during the same period, or

It must have been classified as a labour surplus area for a third of the months May to October during the past eight years, and must have suffered a *decrease* in employment during the same period, or

It must have been classified as a labour surplus area for at least half the months May to October during the past eight years, and must have suffered a *decrease* in employment in *each* of the past three years.

Another provision, however, prevents an area from being designated under certain stated conditions which are considered to show that unemployment in the area is diminishing satisfactorily.

The areas now classified as "designated" comprise one in Newfoundland, seven in Nova Scotia, five in New Brunswick, thirteen in Quebec, eight in Ontario, and one in Alberta.

The 35 designated areas: Corner Brook, Nfld.; New Glasgow, Sydney, Sydney Mines, Amherst, Springhill, Inverness, and Liverpool, N.S.; Campbellton, Minto, St. Stephen, Sussex, and Woodstock, N.B.; Rouyn, Shawinigan, Mont Laurier, La Tuque, St. Jean, Dolbeau, Jonquiere, Port Alfred, Louiseville, Causapsal, Matane, La Malbaie, and Val d'Or, Que.; Brantford, Cornwall, Windsor, Pembroke, Timmins, Wallaceberg, Elliot Lake, and Chatham, Ont.; and Blairmore, Alta.

C.A.A.L.L. Honours Elliott Wilson

W. Elliott Wilson, Q.C., Chairman of the Manitoba Workmen's Compensation Board and a former deputy minister of labour of the province, was named an honorary president of the Canadian Association of Administrators of Labour Legislation at its 22nd annual conference. Before assuming his present position in 1962, Mr. Wilson took an active part in the work of the C.A.A.L.L., serving two terms as president.

OECD Examiners Review State of Canada's Technical Manpower

Under the auspices of the Committee for Scientific and Technical Personnel of the Organization for Economic Co-operation and Development (OECD), a five-man review team visited Canada last month. The Department of Labour convened a one-day special meeting of the Advisory Committee on Professional Manpower to meet the team.

A program for the periodic review of the scientific and technical manpower problems of individual OECD member countries was begun in 1958. The purpose of the review program is to assist the national authorities of the country reviewed to assess the size and nature of its future technological manpower needs, and to provide a forum for discussion with experts from other OECD member countries of the policies and practices that seem to be necessary to meet these needs.

There are three stages to a review. First, data is collected and a "briefing paper" is prepared. Then, an examination is made by two or more distinguished "examiners" (not citizens of the country under review), who visit the country to make observations and hold discussions with government authorities, legislators, educators, and prominent scientists and engineers. The examiners' report forms the basis for a "confronta-

tion meeting," at which representatives of the country reviewed discuss with the examiners and with members of the Committee for Scientific and Technical Personnel the critical observations and recommendations put forward in the report.

A report summarizing the discussions at the confrontation meeting is later published.

In the words of George L. Payne of the OECD Secretariat, the first stage of the review "points up the need but does not supply the answer. The second round gives more analysis, at greater depth and over a more limited area, in order to answer the question the first stage was not able to answer: what is the country's balance sheet of needs and supplies of scientific and technical personnel?"

Other members of the review team in addition to Mr. Payne were: Roger Grégoire, formerly Director of the European Productivity Agency and now a consultant in the Development Department of OECD; Dr. Ralph W. Tyler, Director, Center for Advanced Study in the Behavioral Sciences, Stanford University; Dr. G. Norman Burkhardt, F.R.I.C., Assistant to the Vice-Chancellor, University of Manchester, England; and John E. Vaizey, an educational specialist from Worcester College, Oxford.

British Incomes Commission Reports on 3 More Agreements

Three more agreements affecting the construction industry in Great Britain, all of which provide for the introduction of a 40-hour week without loss of pay, are examined in the second report of the National Incomes Commission. The Commission found that all three agreements would have the effect of increasing wages beyond the range of 3 to 3½ per cent that it had adopted in its first report (L.G., July, p. 550) as the long-term rate of increase in national production per head of the working population.

The first report dealt with two agreements in the same industry that also provided for a 40-hour week without loss of pay.

The first of the agreements considered in the second report was between the two sides of the National Joint Industrial Council for the Electrical Contracting Industry; namely, the National Federated Electrical Association and the Electrical Trades Union.

The Commission calculated that the average annual increase in wages provided in this agreement would amount to about 4 per cent; when the compensatory increase to prevent loss of pay from the hours reduc-

tion is included, the cost of work would increase between 5 and 6½ per cent a year.

The only special circumstance in this case that might, from the point of view of the national interest, justify this excessive wage increase, the Commission said, was the past history of time-wasting practices in the industry and the prospect of their future renunciation. The Commission thought there was a real prospect that a pledge given by the union to eliminate time-wasting on sites might, if fulfilled, result in the saving of about two hours a week that had hitherto been unproductive. The Commission emphasized, however, that such practices ought never to have existed.

The second agreement reported on by the Commission was between the Association of Heating, Ventilating and Domestic Engineering Employers and the Heating and Domestic Engineers' Union. In this industry, the report said, since the beginning of 1961 craftsmen had been paid at a higher rate than in the building industry, and the Commission had no doubt that the reduction in the normal working week from 42 to 40 hours would result in a straight increase in wages, and would not mean more leisure

for the workers. With the heavy and growing load on the industry, the Commission said, a general reduction in hours actually worked could not be expected.

Including the increase in wages to compensate for the shorter normal work week, the report concluded that the total average annual rate of increase would be 4.7 per cent. The actual increase, it pointed out, would be somewhat higher, because after the introduction of the 40-hour week an extra two hours would have to be paid for at overtime rates. In addition, although the agreement had much to commend it, it provided in three years wage increases that should have been spread over at least four.

The third agreement was between the two sides of the National Joint Council for the exhibition contracting industry, the National Association of Exhibition Contractors on the one hand and, on the other, the Amalgamated Society of Woodworkers, the Amalgamated Society of Painters and Decorators, the Sign and Display Trades Union and the National Federation of Building Trades Operatives.

Regarding this agreement, neither side had elected to give evidence before the Commission, and that body had been dependent entirely on the information supplied by the Government. The Commission found that in this case the reduction in normal weekly hours provided for in the agreement was unlikely to have any other effect than that of a straight increase in wages. This reduction involved a compensatory increase in hourly rates of 5.2 per cent for craftsmen and 5.7 per cent for labourers. Weekly earnings would be still further increased by the greater number of hours payable at overtime rates. The Commission found that there was no evidence of any special circumstances to justify increases substantially greater than 3 to 3½ per cent range, and it pronounced the agreement to be contrary to the national interest.

The final chapter of the report dealt with the subject of profits. The Commission said that it had been unsuccessful in its attempt to get statistics on profits in the electrical contracting, and the heating and ventilating industries. From this they concluded that the national interest urgently called for a survey of the policies and practices relating to pricing, profit margins and dividends in the separate branches of the construction industry.

The Commission recognized that profits differed in their nature from wages, being a contingent and not a contractual receipt; that is, being the reward for the capital invested in a business, for the risks that

had to be accepted in earning the profits, and for the skill and enterprise with which the affairs of the business had been conducted.

Nevertheless, profits were derived from the production of goods and services just as much as wages were; and consequently were subject to the fundamental principle of an incomes policy, which was to keep the rate of increase in money incomes within the long-term rate of increase in national production.

New Canadian Union Formed By Merger of Two Others

A new Canadian union, the Canadian Union of Public Employees, was formed last month by the merger of two others in the CLC, the National Union of Public Service Employees and the National Union of Public Employees, at a convention in Winnipeg.

CUPE will have a membership of close to 88,000, making it the largest national union in Canada, and of all unions in Canada, second only to the United Steelworkers.

The joint merger convention was preceded by separate conventions held the day before by each of the two unions, at which the merger agreement was proposed for ratification. The NUPSE delegates voted almost unanimously in favour of the merger, but there was strong opposition by a group of the NUPE delegates. When the vote came, 232 voted in favour and 71 against.

Later, 10 delegates from the Toronto Civic Employees Union, Local 43 of NUPE, marched out of the founding convention as a protest. The causes of their antagonism to the merger were said to be mainly the increased dues and an alleged restriction of local autonomy.

Stanley A. Little, President of NUPSE, was installed as CUPE's first President. Robert Rintoul, National Director of NUPE, became Secretary-Treasurer of the new union. The salary attached to each office is \$12,000 a year.

NUPE, chartered by the TLC in 1955, grew from a federation of civic employee unions in Ontario and British Columbia. Its membership was concentrated among municipal and hospital employees.

NUPSE, which was first organized as the National Organization of Civic, Utility and Electrical Workers within the old Canadian Congress of Labour and changed its name to the National Union of Public Service Employees in 1952, was originally concerned mainly with employees of hydro-electric utilities but later took in civic employees.

Second Survey of EDP in Canada

Two and a half years after first survey in 1960, Department finds more than three times as many electronic computers in Canada and about three times as many full-time EDP positions

There were 303 electronic digital computers operating in Canada on July 1, 1962, more than three times the number two and a half years earlier—on January 1, 1960, there were 89.

This is the report given in the latest bulletin in the series of studies carried out under the Research Program on the Training of Skilled Manpower, Report No. 9C, *A Second Survey of Electronic Data Processing in Canada, 1962*.

The third of a series on electronic data processing in Canada, it follows Report No. 9A, *The Current Status of Electronic Data Processing in Canada* (L.G., May 1961, p. 444) and Report No. 9B, *Electronic Data Processing Occupations in a Large Insurance Company* (L.G., Jan. 1962, p. 15).

The first report in this series, No. 9A, was based on the replies to a questionnaire mailed in 1960 to all known EDP users in Canada. The 1960 survey "was designed to accumulate factual information on the number and types of computers in use, the sorts and sizes of organizations employing computers, the different kinds of work being done by this equipment, and the number of people employed in the various new occupations created by the new systems and equipment."

Report No. 9C is the result of a second mailed survey conducted two and a half years later that included all the digital computer installations known to have been operating in Canada at July 1, 1962. Most of the information solicited parallels the data collected in 1960 in order that the volume and nature of growth in this field could be ascertained. In addition, however, somewhat more detailed information was collected on EDP manpower, and new sections have been added on computer personnel shortages and on wage and salary information in electronic data processing occupations.

Survey Findings

Among other findings from the second survey were the following:

—The number of persons employed in full-time EDP jobs on July 1, 1962 was

3,437, about three times as many as on January 1, 1960, when 1,216 full-time EDP employees were reported.

—An additional 5,107 persons were employed full-time in jobs closely associated with electronic data processing, e.g., as keypunch machine operators, data origination and data control clerks.

—There were 4,683 part-time EDP personnel.

—Among the full-time EDP personnel, males outnumbered females four to one.

Employees Directly Affected

In the 1962 survey, for the first time, the questionnaire asked for the number of clerical employees whose employment or position had been directly affected by the introduction of electronic data processing. The total of 11,360 reported by 95 organizations represents about 10 per cent of the total number of clerical persons employed in organizations operating business-type EDP installations, the bulletin says.

It points out, however, that the figure of 11,360 does not include only clerical workers who had lost their employment as a result of "office automation," and employees whom computers had rendered redundant in their old positions and who had undergone retraining and transfer to alternative jobs within the same organizations. "Rather, the figure is intended to include all clerical and clerical supervisory personnel whose positions or jobs have thus far been affected in any way by EDP, from layoffs attributable to automation on the one hand to relatively minor changes in job content on the other."

The report also gives warning that "in considering the potential occupational and employment impact of EDP, it is important to realize the unreliability of aggregate figures."

The new report, like the first one, was prepared by Dr. John McDonald of the Economics and Research Branch of the Department, under the general direction of Phillip Cohen and J. P. Francis, Director of the Branch.

Ontario Conference on Automation

Provincial Minister of Labour announces plans to establish foundation on automation to investigate and deal with social and human problems associated with introduction of automation

Plans for the establishment of a foundation on automation were announced by Hon. H. L. Rowntree, Ontario Minister of Labour, at the closing session of the Conference on Automation and Social Change, held on September 17 to 19 in Toronto. Sponsored by the Ontario Department of Labour, the conference was attended by about 500 delegates.

The new foundation, the Minister said, would "investigate and deal with the human and social problems associated with the introduction of automation and a rapidly changing technology."

Widely differing views of automation were expressed by speakers at the conference, who came from Britain and the United States as well as from Canada. Sir Geoffrey Vickers, one of the keynote speakers at the conference, said that "many jobs—manual, clerical, and supervisory—will be taken over by machines in the next decade." He contended that it could not be assumed that there would be any work for those displaced, even in conditions of full employment.

Russell Harvey, Canadian representative of the Office Employees' International Union, said that automation, because its aim was to make human beings redundant, represented an approaching disaster. And A. J. Hayes, President of the International Association of Machinists, said automation posed a threat "second only to the possibility of hydrogen warfare."

Ewan Clague, United States Commissioner of Labor Statistics, told the conference that automation was not expanding as rapidly as was sometimes supposed, and that the entire matter of unemployment could not be attributed to automation.

Kenneth Brown, President of the Amalgamated Lithographers of America, thought that automation would hit Canada harder than elsewhere because "it will be introduced full-blown." David Archer, President of the Ontario Federation of Labour, believed automation would bring a greater demand for government intervention at all levels of the economy.

H. L. Shepherd of Canadian Westinghouse Co., Limited said that individuals must accept the primary responsibility for adjusting to automation.

Foundation on Automation

Hon. H. L. Rowntree, Ontario Minister of Labour, explained that the foundation on automation would be established and supported at first by the Ontario Government. But he expressed the hope that it would be expanded through the voluntary participation of management groups, labour organizations, universities, and all who were concerned with the problems of automation.

"Part of the foundation's responsibility will be an early warning system to limit and control undesirable effects of new technology. This system will be a clearing house through which we will receive advance notice of impending changes in factories and operations, in order to provide us with sufficient time to work out alternatives to unemployment caused by automation," he said.

Mr. Rowntree added that the Foundation on Automation and Employment would discuss the development of such a system with the federal Government and the National Employment Service.

The names of nine members of a steering committee to plan the establishment of the foundation were announced by Mr. Rowntree. Additional appointments would be made, he said. The nine members named were:

Prof. Arthur Porter, Chairman, Industrial Engineering, University of Toronto; H. L. Shepherd, Manager, Training and Salary Administration, Canadian Westinghouse Co., Limited; Dr. W. D. Wood, professor of economics and Director, Industrial Relations Centre, Queen's University; Dr. O. M. Solandt, Vice-President, Hawker Siddeley Canada Limited; Russell Harvey, Canadian representative, Office Employees' International Union; Dr. F. S. Rivers, Chief Director of Education, Ontario Department of Education; James Black, Eastern Canadian Director, Building Trades Department; J. B. Metzler, Deputy Minister of Labour, Ontario; and S. W. Clarkson, Deputy Minister of Economics and Development, Ontario.

Sir Geoffrey Vickers

After emphasizing that he understood automation to mean "the progressive replacement of men by machines in the field of control," Sir Geoffrey Vickers

predicted that automation would displace even the machine minder and the shop supervisor, and that a part of the function of the works manager would be taken over by machines.

He thought, however, that machines would always need the supervision of human beings to correct some failure or to repair some fault.

Sir Geoffrey predicted a social revolution as a result of automation, but he said "we must find a way to assimilate the unemployed, and a way to distribute goods and services free, according to need."

The rate of automation should be held back in order to prevent a violent social upheaval, he suggested.

Ewan Clague

Ewan Clague, United States Commissioner of Labor Statistics, told the conference there was no sign that the rate of productivity had accelerated in recent years. Since 1947, output per man-hour in manufacturing had gone up fairly steadily at a rate of 3 per cent a year, he said (see box).

Mr. Clague said that automation had attracted widespread attention recently mainly because its impact had hit certain sectors of the economy with special force: in the past 10 years, 2,000,000 jobs had been lost in the United States in manufacturing, agriculture, mining, and construction as a result of automation.

But at the same time, he pointed out, the finance and service groups had added 3,000,000 jobs, and employment by state and local governments had increased by almost 3,000,000.

The speaker gave warning that a sharp reduction in the average weekly hours of work might have an adverse effect on employment. "A union demand for shorter hours is usually tied to a demand for the same weekly pay as before. Any sharp reduction in weekly hours to 37, 36 or 35 hours per week—would raise labour costs substantially, and could have the effect of reducing employment rather than increasing it," he said.

Mr. Clague remarked, however, that the long-time trend in industry toward shorter hours had declined since the adoption of the 40-hour week. He also noted that labour and management in continuous process industries, particularly the steel industry, had hit upon other devices for reducing hours of work and opening up jobs for their unemployed members. He mentioned the agreement recently negotiated in the United States that provided a three-month vaca-

A study by a group of research workers that will—in the words of the group's leader—"help to explode the current hysteria over automation" has produced estimates of productivity growth—as measured by output per worker—in United States industry, including many industries in which attempts at such measurements are said to have so far been unsuccessful. The figures compiled in the study are published in a table in the September 14 issue of Business Week.

A. J. Jaffe, Director of Manpower and Population Research at Columbia University's Bureau of Applied Social Research, is quoted by Business Week as saying that the implications of the study go far beyond measuring productivity growth. It will help to explode "the current hysteria over automation," since it shows that there is nothing unusual about the recent pace of growth in productivity; "productivity growth was lower during the 1960's than it was in the 1920's."

The study also will correct the prevalent idea that productivity has been growing faster in manufacturing than in the non-manufacturing industries. Actually, the average is about the same, Mr. Jaffe said.

The table gives employment figures for 1950 and 1960 and a projection for 1970 by industries ranked according to their productivity growth per year.

Only eight industries—electric utilities, aircraft and parts, telephone and telegraph, coal mining, chemicals, airlines, radio and television, and gas and steam utilities—maintained an annual growth rate of more than 5 per cent. It is also noteworthy that in all but one—coal mining—employment increased in the 1950-60 decade.

But Mr. Jaffe's figures indicate that available jobs will have to increase faster during the 1960's than they did in the 1950's if the United States is not to continue to suffer from chronic unemployment. In his view, the surest way to bring about full employment by 1970 is to shorten the work week.

The Business Week article points out that, although Mr. Jaffe's figures are adequate for the main purpose to which the Columbia group has put them—projecting employment trends—"connoisseurs of productivity measurement will be quick to caution against their uncritical use for other purposes." For one thing, it says, the study "doesn't provide separate figures on the contributions of capital, labour, and technology to productivity growth."

tion with pay every five years for steelworkers in the top half of the seniority range.

He remarked that another proposal advanced by some unions was to increase the rate of overtime premium pay from time and a half to double time. He pointed out that statistics of weekly hours in some industries during 1962-63 showed that employers—"and perhaps the workers also"—preferred the employment of present employees at overtime pay to the taking on of additional workers when increased output was needed.

The entire matter of unemployment could not be attributed to automation, he said, because allowance must be made for other causes. Statistics showed that nearly 45 per cent of the unemployed in the first half of this year were out of work for less than five weeks. "This short-term unemployment is not the place to look for the impact of automation," he suggested. "Technology is more likely to express itself in the elimination of jobs, skills and occupations, and therefore in more prolonged unemployment."

Kenneth Brown

Kenneth Brown, International President of the Amalgamated Lithographers of America, said that automation was likely to hit Canada harder than elsewhere because when it comes "it will be introduced full-blown. The impact will be greater, the period for adjustment shorter, the hardships sharper."

Labour's first concern now was job security, he said. Unions would negotiate mergers with other unions in order to avert jurisdictional disputes as automation changed employment, would institute retraining programs, and would press for shorter hours and longer vacations. But this was not enough. "Greater co-operation and planning is required in this country between labour and management. I would hope management is ready to work with the unions."

D. G. Wilmot, President of Anthes Imperial Company, Limited, disagreed with Mr. Brown's view that automation reduced job opportunities; but, he said, it was providing some terrifying frustrations.

Long-range planning was needed to prepare the labour force to meet the effects of automation, and economic, social and political institutions and educational and information facilities must be reappraised, he said.

David Archer

David Archer, President of the Ontario Federation of Labour, contending that automation would bring a greater demand for government intervention at all levels of the economy, said that unions would expand their political activity.

Unions would seek to enlarge their bargaining units to include engineering and allied workers now excluded, and he predicted, labour would invade spheres of management's rights now regarded as sacrosanct.

Mr. Archer predicted that if companies insisted on moving plants without regard to social consequences it would inevitably lead to government intervention.

"Unions will be endeavouring to protect the jobs, or at least the wages of the employees," he said. Some of labour's demands will be for: severance pay, a new look at seniority provisions, shorter hours or longer vacations, more control over apprenticeship and training programs, better pension plans, and some form of guaranteed annual wage.

The term "guaranteed annual wage" was an "explosive" one, and the use of "annual salary" might be preferable.

Mr. Archer suggested that piecework, payment by the hour and other traditional methods of remuneration might disappear. "Since it will be almost impossible to measure anyone's particular contribution to the industry—measured, that is, in terms of hours worked or work produced—some form of profit-sharing may become more popular," he said. He added that as non-productive workers join unions and have their say in how profit-sharing shall function, union opposition to it might disappear.

He foresaw greater difficulty in holding the allegiance of workers to the union movement as the traditional bonds of skill and association become weaker. "Therefore, there will be a continuing demand for union security."

H. L. Sheppard

Individuals must accept the primary responsibility for adjusting to automation, said H. L. Shepherd, Manager of Training and Salary Administration, Canadian Westinghouse, Co., Limited. Business management was being thrust into a position of greater social responsibility in the community, but industry could not be expected to shoulder full responsibility, or pay all the bills for adjusting the work force in changing technology.

It was not management's business, Mr. Shepherd said, to make up for historical deficiencies in the school system or for individual neglect in acquiring all possible basic education. Moreover, since a business must earn a profit in order to survive, develop and grow, industry could be expected to take only such action at it considered practical and economically sensible.

Management, he said, could fairly be expected to act in three directions: naming those likely to be displaced by automation before they were actually displaced; persuading them that they must take steps to keep employable; and providing opportunities and help so that they could take such steps if they chose to do so.

Mr. Shepherd said that stopping the trend to automation was not the remedy. "We may usefully try to control the rate of application of new technology," he said, "but we cannot halt it; and we cannot look to the factory as the main means of absorbing all the low-skilled in the population."

He suggested that one of the more useful functions for management would be forecasting future demands for skills, both in quantity and quality. Mr. Shepherd said that job forecasting within each company was not enough. Because people would be entering and leaving the labour market more rapidly than in the past, he said that some agency would be needed to keep and constantly revise lists of skills that would be needed in the future and of the skills available at any given time. "If no effective agency exists, then surely managements must either set something up by co-operative action, or vigorously press for some third party to undertake this particular task," he said.

"Out of such efforts could grow, region by region, a rolling or perpetual forecast as a guide to placement, relocation, training and education in terms of qualities and quantities of skills likely to be in demand in the future."

Russell Harvey

Russell Harvey, Canadian representative of the Office Employees' International Union, told the conference that the aim of automation was to make human beings redundant, and that it represented an approaching disaster. "This very redundancy excludes him as a consumer," he remarked.

In the United States, where 1,000,000 persons were being displaced each year by automation, industry faced the prospect of depriving itself of its mass market. (See box.)

He thought that education alone was not a satisfactory answer, since individuals might be educated for occupations that would cease to exist because of automation. He suggested that the short-term impact of automation could be eased by special redundancy funds in industry, higher unemployment benefits and longer periods of payment, payment of moving expenses for displaced workers, earlier retirement,

The loss of 187,000 production workers' jobs each year during the period 1957 to 1961 was associated with increasing productivity; the loss of another 144,000 was associated with declining output, the United States Senate's labour subcommittee was told last month by Leon Greenberg of the U.S. Bureau of Labor Statistics.

Statistics based on a new analysis of production workers' jobs in manufacturing showed that during the 1957-61 period, output rose by 7.8 per cent but output per man-hour rose by 17.7 per cent, with the result that production worker employment declined by 8.4 per cent, or 1,094,000 jobs. The net decline consisted of an increase of 229,000 jobs and a decrease of 1,323,000 jobs. The net decline consisted of an increase of 229,000 jobs and a decrease of 1,323,000 jobs.

Of the total decrease, Mr. Greenberg said, the loss of 747,000 jobs was associated with higher productivity; of 576,000, with lower output. The employment decline amounted to 333,000 production workers' jobs each year during the period.

The high rates of productivity increase in the face of smaller gains in output imply a relatively high impact of technological change or of other labour-saving factors, he said.

and a drastically shortened work week. Even these measures, however, would not be adequate as long-term answers if what he called the aimless, unplanned rush into automation continued.

A. J. Hayes

A. J. Hayes, President of the International Association of Machinists, one of those who spoke at the conference dinner, saying that automation "presents a threat second only to the possibility of hydrogen warfare," insisted that automation was not "just a new kind of mechanization, but a revolutionary force capable of overturning our social order."

It was pointless, he said, to have automated factories pouring out goods without planning an economy in which these goods could be distributed and consumed. Society would have to reduce the number of hours a person worked, he said. "I suggest it is quite possible that by 1970 the 35-hour week will be considered not too short but too long."

John I. Snyder, Jr.

John I. Snyder, Jr., President of U.S. Industries Inc., a producer of automated equipment, told the conference: "It is increasingly clear that the old solutions to

technological displacement and unemployment, hand-me-downs from the Industrial Revolution or even from the Depression, just won't do; they are simply not advanced enough to be used to help automation's impact.

"What we need," he continued, "are totally new ideas, real innovations. This need is already urgent; it will be critical sooner than any of us would like to admit."

People who doubted the seriousness of the threat, he said, were living in a world of myths, which included such ideas as: that automation will actually create jobs; that those who lose their jobs to automation can be retrained; that a lot of people will be needed to build and maintain automated equipment; and that displaced workers can find jobs in other parts of the country.

Fewer jobs will be available, he contended, and many workers were too old or not bright enough to be trained.

Dr. W. D. Wood

Dr. W. Donald Wood, Director of the Industrial Relations Centre of Queen's University, called for a "massive and immediate program of fact-finding and analysis" to help in dealing with the problems of automation, manpower and economic growth.

"Canadians may have been lulled into a false sense of security by the large natural resources which we possess," Dr. Wood said. "Our future economic expansion will depend even more on the quality of our human resources than on our capital and physical resources."

Canada had no choice but to push forward with automation because of growing international competition, he contended, but the very speed of the technological change meant human and economic dislocation. In the goods-producing industries there is an increasing output but decreasing employment.

In a fast-changing economy, the degree of mobility is one key to the handling of rapid growth, Dr. Wood said. "But in a country such as Canada with its vast geographic distances, small population, and uneven distribution of industry and employment, this flexibility is a particularly difficult objective to obtain."

He pointed to a sharp growth in unemployment since 1957, but at the same time a drop in the rate of economic growth as reflected in the Gross National Product. During the period 1946-56, the speaker said, the average annual increase in GNP was 5.6 per cent, but it dropped to 3.3 between 1957 and 1962.

Dr. H. S. Braun

Canadian industry will pay for not having enough technicians by suffering a loss of competitive ability, Dr. H. S. Braun, Principal of Lakehead College, told the conference. Canada's shortcomings in technological training were not sufficiently understood, he said.

Industry has to sell its goods partly in the world market. This demands efficiency, which in turn requires longer periods of education and training for Canadian youth. In Canada last year, he pointed out, about four times as many engineers were turned out as technicians. European experience had been that the opposite ratio was needed for efficiency in industry.

There was a serious shortage of teaching staff, and there was also a failure on the part of students and parents to understand the need for technical education, Dr. Braun said.

C. Ross Ford

Vocational training facilities in Canada now provide places for about 250,000 students, but it is estimated that by 1967 room will be needed for 490,000 students, or about double the present capacity, said C. Ross Ford, Director of the Technical and Vocational Training Branch of the Department of Labour. Mr. Ford gave an outline of the federal legislation relating to manpower development and training, and described the various "Programs" under which the Government gives assistance to the provinces in such training.

The speaker pointed out that the present Government had announced its intention of continuing the 75-per-cent contribution toward the provincial governments' expenditures on approved technical and vocational training facilities until each province had claimed from the federal Government an amount equal to \$480 for each person in the 15-to-19 age group, as determined by the 1961 census, or until March 31, 1967. After that, the federal contribution would be 50 per cent of provincial government expenditures.

Mr. Ford remarked also that under most of the programs the federal Government reimburses the provinces for 50 per cent of their costs of operating approved training projects. Under Program 5, which provides for the training of unemployed persons, the federal contribution of 75 per cent of provincial expenditures had recently been increased to 90 per cent.

But training programs alone do not meet the needs of an era of rapid technological change, he said. "Automation and other

industrial changes frequently require difficult and far-reaching manpower adjustments at the individual, the plant and the community level. Occupational and geographic shifts must often be made if unemployment is to be avoided."

With this in view, Mr. Ford pointed out, the Government had announced its intention of establishing a manpower consultative service, to be administered by the Department of Labour, to assist and encourage the establishment by employers and workers of manpower adjustment programs.

The speaker referred to another federal program that, he said, was closely related to manpower development, viz., the continuing program of manpower training research conducted by the Department of Labour under the direction of a skilled manpower training research committee. This research, Mr. Ford said, was designed to shed light on two important aspects of technological change: its general effect on employment and output, and some of its particular effects on occupations and skill requirements.

Labour Relations Legislation in 1963

Four provinces amend labour relations laws. Ontario gives negotiating rights to civil servants. Quebec gives first reading to consolidation of existing laws into Labour Code

At the 1963 sessions of their Legislatures, four provinces—British Columbia, Newfoundland, Ontario and Manitoba—made changes in laws governing labour-management relations. In Quebec, a new Labour Code, which would have consolidated existing labour relations laws and introduced a number of significant new features, was given first reading and held over for further study.

British Columbia amended its Labour Relations Act to introduce a speedier, less expensive alternative to arbitration. Amendments to the Newfoundland Labour Relations Act introduced new emergency procedures for hospital disputes and repealed two controversial 1959 amendments.

In Ontario, provisions dealing with continuation of trade union rights when a business changes hands were added to the Labour Relations Act; the Public Service Act was amended to establish negotiating machinery for provincial civil servants; and minor changes were made in the collective bargaining provisions of the Fire Departments Act. In Manitoba, two minor amendments were made to the Labour Relations Act.

British Columbia

When introducing the amendments to the British Columbia Labour Relations Act, the Minister of Labour said that the new provisions were designed to eliminate at least two conditions that had contributed to industrial unrest and work stoppages in the province, namely, the method of resolving grievances and the failure of the parties to make provision in their collective agreements for the dismissal or suspension of employees.

Like most other provincial acts, the British Columbia Labour Relations Act prohibits strikes and lockouts during the life of a collective agreement, and makes it mandatory for every collective agreement to include a grievance procedure providing for final settlement, without stoppage of work, by arbitration or some other method as may be agreed upon by the parties, of all differences concerning the interpretation, application, operation or violation of the agreement.

The accepted method of settling grievances has been arbitration, which the Minister admitted was not entirely satisfactory. He said that in many cases arbitration proceedings had become too formalized, that they had often been unduly prolonged, and that the costs of getting a simple grievance settled were frequently excessive and imposed a heavy financial burden on less prosperous trade unions and employers.

These objections have been taken into account in the amended Act and an alternative to private arbitration has been introduced, which the Minister said would enable grievances to be settled more expeditiously than previously and at very little cost to the parties involved. Under this alternative procedure, either party to a collective agreement may request the Registrar of the Labour Relations Board, in writing, to appoint an officer of the Department of Labour to confer with the parties to assist them to settle the difference. If the request is accompanied by a statement of the difference to be settled, the Registrar may appoint an officer as requested or he may refer the grievance to the Labour Relations Board.

If an officer is not appointed or if the officer appointed is unable to settle the difference, two courses are open to the Labour Relations Board if it considers the matter arbitrable. It may (1) refer the matter back to the parties for settlement in the manner provided in the agreement, or (2) inquire into the grievance itself, in which case neither the Arbitration Act nor any other procedure for the settlement of grievances will apply. If the Board decides that the matter is not arbitrable, no further action can be taken.

If the Board itself inquires into a grievance, its decision is final and binding on the parties concerned.

The procedure for enforcing such an order is similar to the procedure used in connection with unfair labour practices complaints, that is, on notification by the employer, trade union or other person affected, the Board may file a copy of the order in the office of the Registrar of the Supreme Court, thereby making it enforceable as a judgment or order of that Court.

The Minister emphasized that the new grievance provisions were permissive rather than mandatory and were not intended to disturb any satisfactory procedures now being used. The Act specifically states that the parties to a collective agreement may at any time agree to waive the new procedure, in which case it will not apply for the term of the agreement.

A second amendment designed to improve labour-management relations in British Columbia makes it mandatory for every collective agreement to include a provision governing the dismissal or suspension of an employee bound by the agreement. As a result, disputes over dismissals and suspensions of employees are now subject to the grievance procedure.

Another amendment gives the Labour Relations Board, arbitration board or other body to whom a grievance has been referred, express authority to direct an employer to reinstate and reimburse an employee who has been improperly discharged or "to make such order as it considers fair and reasonable, having regard to the terms of the collective agreement."

Referring to this amendment, the Minister stated that there had been instances in the past where an arbitration board had found an employee to be improperly discharged but had failed to order reinstatement. In a recent case, a unanimous decision of the three members of such a board failed to order the employee's reinstatement and reimbursement because the collective agreement didn't specifically authorize it to do so.

A final British Columbia amendment brought apprentices registered under the Apprenticeship and Tradesmen's Qualification Act within the scope of the Labour Relations Act. In connection with this amendment, the Minister commented that because employers and trade unions often voluntarily included apprentices in the application of their collective agreements, it was considered unrealistic to continue to exclude them from the Labour Relations Act, adding:

It is the common practice in other Canadian jurisdictions to embrace apprentices under the Labour Relations legislation. Too, with the rapid growth in the facilities for training adults, more persons over the age of 21 may be working under apprenticeship contracts, and it is unreasonable that these adults should not be included in the application of the Labour Relations Act.

Newfoundland

Amendments to the Newfoundland Labour Relations Act provided for the compulsory arbitration of hospital disputes in emergency situations and repealed two 1959 amendments banning secondary boycotts and providing for the dissolution of a trade union in certain circumstances.

The new emergency provisions resulted from a strike involving nurses' aides, maids and other employees of a Corner Brook hospital, which had been called off after a one-man royal commission had been appointed to look into the financial aspects of the employees' demands for higher wages. When introducing the amendment, the Premier said that the Government felt it was "necessary and just" to prohibit strikes against hospitals, which were in fact "strikes against the sick and dying."

The new provisions are similar to procedures adopted in Alberta in 1960 to deal with emergencies resulting from strikes in certain essential services, including hospital services. They state that, if the Lieutenant Governor in Council believes that a state of emergency exists in the province or in any part of the province in such circumstances that life would be in jeopardy as a result of a labour dispute involving hospital workers, he may proclaim a state of emergency. Upon such a proclamation, a strike or lockout would be prohibited and the matter in dispute would be referred to a board of arbitration for settlement, whether or not there had been a conciliation board.

A board of arbitration is not to be limited to matters, if any, which have been before a conciliation board but may examine the dispute *de novo*. Its decision is final and binding on the parties.

The arbitration board is to consist of a representative of each side, with a chairman nominated by the Minister of Labour.

Two controversial sections added to the Act in 1959 in the aftermath of the loggers' strike were repealed. This action had been forecast in the Speech from the Throne, which stated:

In the year 1959, as a result of serious breaches of the law resulting from the loggers' strike of that year, this Honourable House unanimously enacted legislation applying rigid controls to labour unions and labour union officials. These controls were modified at the session held in 1960. My ministers feel now that further modifications may safely be introduced and amendments with that in view will be submitted for your consideration.

One of the sections withdrawn, Section 6A, provided for the dissolution of a trade union by the Supreme Court, if it appeared that a substantial number of its superior officers, agents or representatives outside the province had been convicted of heinous crimes and still retained their positions in the union.

The other section repealed, Section 43A, prohibited secondary boycotts, and some union leaders had maintained that it could be construed to prohibit strikes. The Premier said the Government was willing to reword it so that there could be no misunderstanding.

Accordingly, it has been replaced by provisions similar to those in the British Columbia Trade-unions Act spelling out the right of a union engaged in a legal strike or lockout to maintain peaceful picketing. Picketing may take place only during a legal strike or during a lockout; it must be confined to the employer's place of business, and may be carried on only by the union whose members are on strike or locked out or by persons authorized by it. Under such circumstances, a union may, without acts that are otherwise unlawful, persuade or try to persuade anyone not to enter the employer's place of business, to deal in or to handle his products or to do business with him.

The new picketing provisions also include a saving clause not found in the comparable British Columbia legislation. It states that public expressions of sympathy or support, otherwise than by picketing, on the part of trade unions or others not directly concerned in the strike or lockout, and persuasion and endeavours to persuade by the use of circular, press, radio or television, will not be deemed to be a breach of the Act.

Another amendment reduced the maximum fine that may be imposed on a union for illegal picketing from \$5,000 to \$1,000. An individual who contravenes the picketing

provisions is liable to the same penalty as before, a fine of up to \$500 or up to three months imprisonment in default of payment.

Ontario

Amendments to the Ontario Labour Relations Act provided for the continuation of bargaining rights of a trade union where a business is sold, and gave the Labour Relations Board authority to determine which trade union, if any, is the bargaining agent where the employees of two or more businesses are intermingled. They replace a section added to the Act in 1962 and never put into force.

The amended Act provides that, if a union has entered into a collective agreement with an employer or has been certified as the bargaining agent for his employees, it retains its bargaining rights when the business is sold until the Board directs otherwise. If any question arises as to what constitutes the like bargaining unit in the business of the successor employer, the Board may decide the matter.

Upon application, the Board may also settle any conflict concerning the bargaining rights of the union representing the employees of the predecessor employer and the union representing the employees of the new employer. It may define the bargaining unit, making such modifications as it considers proper, or it may amend any bargaining unit in a certificate issued to another union or any unit defined in any collective agreement.

The Board is also given express authority to terminate bargaining rights, if it thinks that the person to whom the business was sold has changed its character so that it is substantially different from the business of the former employer.

In cases where a business is sold and employees of two or more businesses are intermingled, the Board may, upon application, decide what constitutes an appropriate bargaining unit, determine which union, if any, is the bargaining agent, and make any necessary changes in a certificate or in a bargaining unit defined in any collective agreement.

Amendments to the Public Service Act established negotiating machinery for provincial civil servants, making Ontario the second province, after Saskatchewan, to give civil servants negotiating rights.

When introducing the amendments, the Provincial Treasurer stated:

This legislation underlines our belief that employees of the government have the right, and indeed the duty, to play a full part in our political and democratic institutions and that they enjoy the right to form an association and to negotiate on matters concerning their terms of employment.

Accordingly, the Joint Advisory Council has been replaced by the Joint Council, which is expressly authorized to negotiate such matters as are put on its agenda by the chairman at the request of a member. In particular, it may negotiate any matter concerning the terms of employment of public servants, including working conditions, remuneration, leaves and hours of work, that is not excluded by the regulations.

The bill as introduced did not provide for exceptions, but an amendment introduced during passage empowered the Civil Service Commission, with the approval of the Lieutenant Governor in Council, to exclude matters from the agenda by regulation. Under this authority, matters affecting police officers and constables of the Ontario Provincial Police Force were excluded in June.

The new Joint Council provisions, the Minister said, were the result of a careful study of the Whitley Council system of Great Britain with amendments designed to meet the requirement of the province of Ontario.

The Joint Council is composed of eight members of the public service, four representing the official side and four the staff side, with a non-voting chairman.

All of the staff members must be recommended by the Civil Service Association of Ontario and one must be an officer of the Association. The Minister said that it was expected that the four staff members would be drawn from broad areas of public service employment so that every public servant would have his interests represented on the Council.

The chairman is not a member of the Joint Council and has no voting rights. The vice-chairman, however, must be a member of the staff side, nominated by that side.

The Joint Council is required to meet at least four times a year, and a quorum consists of the chairman and three representatives of each side.

Every decision of the Joint Council is to be signed by the chairman and vice-chairman, and the chairman must transmit it to the appropriate authority to be implemented. In case of a deadlock, the chairman must refer the matter to the civil service arbitration board whose decision will be binding on the parties.

The civil service arbitration board is to consist of three persons, one designated by the official side and one by the staff side, with a chairman appointed by the Lieutenant Governor in Council for a renewable term of two years. As has been indicated,

a decision of the arbitration board is binding on the parties and must be put into effect by the agency concerned.

The departmental and branch councils, which were established to promote consultation and co-operation at the lower levels of administration, will remain in operation.

The first meeting of the Joint Council was held on July 24. The official representatives are the Deputy Minister of Highways, the Associate Deputy Minister of the Treasury Department, the Deputy Minister of Education and the Deputy Minister of Labour. The Chairman of the Civil Service Commission has been appointed Chairman of the Joint Council.

An amendment to the Fire Departments Act excluded deputy fire chiefs from the collective bargaining procedures of the Act. Another new provision makes it clear, however, that this exemption applies only to the person who has been appointed by the council of the municipality to act in the place of the fire chief.

Manitoba

Two minor changes were made in the Manitoba Labour Relations Act. One excluded agrologists from the Act, an amendment that the Minister said had been introduced at the request of the professional body concerned. Another amendment fixed a time limit of one year for commencing a prosecution under the Act.

Quebec

The new Labour Code, which was given first reading in Quebec, would not only have consolidated the seven existing labour relations laws but would also have introduced a number of significant new features. One of the most interesting of these was the proposal to eliminate the conciliation board stage entirely in the settlement of contract negotiation disputes.

Other new provisions would have required holders of timber-cutting rights to allow union organizers access to woods camps and, on request, to advance employees the money to pay union entrance fees. The proposed Code would also have: required strike votes to be taken by secret ballot; introduced the voluntary, revocable check-off; and established a permanent arbitration court composed of district judges to decide disputes in public services (hospitals, public utilities, etc.).

As previously indicated, this bill was not passed. After first reading, it was referred to the Committee on Industrial Relations and held over to permit the Government to re-examine its provisions in the light of representations made at the public hearings.

Anti-Discrimination Legislation in 1963

Nova Scotia consolidates its three main anti-discrimination laws into Human Rights Act; new Quebec Hotels Act prohibits discrimination in hotels, restaurants and camping grounds

Anti-discrimination measures were adopted in two provinces during the 1963 sessions of the provincial legislatures. Nova Scotia passed the Human Rights Act, which consolidated and strengthened three earlier anti-discrimination laws. In Quebec, a new Hotels Act prohibited discrimination in hotels, restaurants and camping grounds.

Nova Scotia

The Nova Scotia Human Rights Act, which went into force on March 21, the date of Royal Assent, consolidated three earlier anti-discrimination laws—the Fair Employment Practices Act, the Equal Pay Act and the Fair Accommodation Practices Act. One important new principle was introduced—the prohibition of discriminatory practices in the rental of apartments—and the enforcement provisions were strengthened.

The new Act is the second step taken by the Nova Scotia Government during the past 12 months to deal with human rights questions. In October 1962, an interdepartmental committee on human rights was established to deal specially with social and economic problems of minority groups. When announcing the creation of the committee, the Premier stated:

While the primary concern of the committee will be directed toward improving the lot of our Negro population, its responsibility will be much broader. First and foremost, the committee will be expected to study and make recommendations as to how the fundamental rights of every citizen may be made more secure, regardless of race, creed, colour, nationality, ancestry or place of origin.

These objectives are reflected in the preamble to the Human Rights Act, which states:

WHEREAS recognition of the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, and is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations;

AND WHEREAS this Legislature in a number of enactments has affirmed the principle that every person is free and equal in dignity and rights without regard to race, religion, religious creed, colour or ethnic or national origin;

AND WHEREAS the Government has established an Interdepartmental Committee on Human Rights which is engaging in studies of the subject of human rights;

AND WHEREAS it is desirable to enact a measure to amend and consolidate the several enactments of the Legislature relating to human rights;

THEREFORE, BE IT ENACTED by the Governor and Assembly as follows . . .

Discrimination in public places is again prohibited. The Human Rights Act proclaims the right of every person and every class of persons to obtain admission to and enjoyment of the accommodation, services and facilities available in any place to which the public is customarily admitted, and forbids any person to deny this right to any person or any class of persons on grounds of race, religion, religious creed, colour or ethnic or national origin.

A new provision prohibits any person, directly or indirectly, alone or with another, by himself or by the interposition of another, from denying occupancy of any apartment in any building, with more than four self-contained dwelling units, on any of the prohibited grounds. Discrimination with respect to any term or condition of occupancy on grounds of race, religion, religious creed, colour or ethnic or national origin is also prohibited.

(The Ontario Human Rights Code, 1961-62, the only other provincial Act to ban discrimination in multiple dwellings, restricts the prohibition to apartments with more than six self-contained units.)

The publishing or displaying of discriminatory notices, signs or other representation indicating discrimination, or an intention to discriminate, is forbidden.

Discrimination in Employment

As before, employers or their agents are forbidden to discriminate against anyone in regard to employment or any term or condition of employment. Similarly, prohibition is continued of the publication of advertisements, the circulation of application forms or the making of inquiries, either written or oral, in connection with employment that express, either directly or indirectly, any limitation, specification or preference as to race, religion, religious creed, colour or ethnic or national origin. Also, employers are again forbidden to use an employment agency that practices discrimination against persons seeking employment.

In line with former policies, the Human Rights Act also forbids discriminatory actions by trade unions. No trade union may: exclude any person from full membership, or expel or suspend or otherwise

discriminate against any of its members, or discriminate against any person in regard to employment by an employer, on any of the prohibited grounds.

Some exemptions from the fair employment practices provisions are again provided. As formerly, non-profit charitable, religious, philanthropic, educational, fraternal or social organizations are exempted. The new Act also excludes domestic servants in private homes, a group previously covered.

Discrimination in rates of pay solely on the basis of sex is prohibited. The Act stipulates that an employer may not pay a female employee at a rate of pay less than the rate paid to a male employee "for the same work done in the same establishment." A difference in rates of pay based on any factor other than sex is not, however, deemed a contravention of the equal-pay-for-equal-work provision.

Retaliatory action against complainants is forbidden. The Human Rights Act stipulates that no person, employer or trade union may evict, discharge, suspend, expel or otherwise discriminate against any person because he has made a complaint or given evidence or assisted in any way in any proceeding under the Act.

As formerly, enforcement procedures are to be initiated by the filing of a written complaint with the Director, who will either look into the matter himself or assign an officer of the Department of Labour to investigate the complaint.

If a settlement is not reached through a departmental inquiry, the Minister is empowered to appoint a commission of one or more persons to ascertain the facts and, if the commission finds the complaint a valid one, it is authorized to make recommendations for settlement. A commission has all the powers of a commissioner under the Public Inquiries Act.

On receipt of the commission's report, the Minister, as before, has authority to issue whatever order is necessary to carry out the commission's recommendations.

Penalties for violations of the anti-discrimination provisions are higher than formerly. An individual is now liable to a maximum fine of \$100; a corporation, trade union, employers' organization or employment agency, to a fine of up to \$500.

Enforcement procedures have been further strengthened by a new provision giving the Minister general authority to apply to the Nova Scotia Supreme Court for an order enjoining a person convicted of an offence from continuing the illegal act. Previously, injunction proceedings could be taken only against persons convicted of displaying discriminatory notices contrary to the Fair Accommodation Practices Act.

Quebec

In Quebec, a new Hotels Act, to come into force on proclamation, prohibits discrimination in hotels, restaurants or camping grounds. The Act makes it an offence for the owner or keeper of any such establishment, either directly or through his agent or a third party, to refuse to provide any person with food, lodging or any other services available to the public, or to discriminate with regard to the services provided, on grounds of race, belief, colour, nationality, ethnic origin or place of birth.

The bill as introduced would have prohibited hotels from refusing to give lodgings to travellers without "just cause" or restaurants from refusing food without "reasonable cause," but was amended in passage, following representations by a large number of church, labour and civic organizations who asked that the anti-discrimination clause be made more specific.

Report of Unemployment Insurance Advisory Committee for Year Ended March 31, 1963

Committee again emphasizes the urgent need for revision, with the least possible delay, of the unemployment insurance scheme

The urgent need for revision of the unemployment insurance scheme with the least possible delay was again emphasized by the Unemployment Insurance Advisory Committee in its report for the year ended March 31, 1963, which was tabled in the House of Commons on August 2.

The Committee pointed out that at the end of the fiscal year the balance in the Unemployment Insurance Fund had been

reduced to \$9,692,000, compared with a balance of \$66,598,000 a year earlier; that this small balance had been wiped out in April, and that the Fund had been enabled to continue to pay claims received during April and May only by means of loans from the Government. At the end of April, the deficit that had to be covered by a loan was \$23,000,000 and at the end of May it was \$37,000,000, the report said.

The Committee was in agreement with the opinion expressed by the Senior Actuary of the Department of Insurance that there was little likelihood of any change in the fortunes of the Unemployment Insurance Fund during the coming year, and that there appeared to be no possibility that any amendments to the Unemployment Insurance Act could significantly affect the state of the Fund before the summer of 1964.

The Committee quoted the Actuary's report to the effect that the Fund might be expected to recover from its deficit of \$37,000,000 at the end of May to an amount of about \$42,000,000 by December 1, but that by the end of the 1963-64 fiscal year a deficit of \$49,000,000 seemed to be in prospect, and by the end of May 1964, one of about \$96,000,000.

"It would therefore appear to be necessary to supplement the resources of the Fund by some \$49,000,000 to enable benefits to be paid to the end of March 1964," the Actuary said. "Moreover, if contribution revenues and benefit payments during the months of April and May of 1963 are duplicated during the same months of 1964, a further \$47,000,000 would be needed to provide for benefit payments to the end of May 1964."

Report of the Unemployment Insurance Advisory Committee for the Year Ended March 31, 1963

To His Excellency the Governor General in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89 (1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 15, 1963, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1963, copy of which is appended hereto and marked Appendix I;

(b) from the Senior Actuary, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund, copy of which is appended hereto, marked Appendix II;

(c) from the Dominion Bureau of Statistics, a tabulation of 1962 benefit statistics, copy of which is appended hereto, marked Appendix III.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1963, was \$9,692,829. This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1963	\$ 9,692,000
1962	66,598,000
1961	184,685,000
1960	365,892,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest (see table overleaf):

If the continued payment of benefits required that the Fund should be supplemented beyond what had already been provided for, the Committee recommended that the necessary provision should be made.

Figures supplied by the Unemployment Insurance Commission quoted in the Committee's report, showed that the Fund had suffered a loss in each of the four years 1960 to 1963, but that the depletion had been less rapid in 1962 than in either of the two previous years. The figure for 1963 was necessarily incomplete. In 1960 the Fund diminished by \$133,919,000, in 1961 by \$181,207,000, and in 1962 by \$118,087,000. In 1963, the loss up to the end of March was \$56,905,000.

Attached to the Committee's report as appendices were: financial and statistical statements of the Unemployment Insurance Commission for the fiscal year ended March 1, 1963; a report of the Senior Actuary on the prospective state of the Unemployment Insurance Fund; and a tabulation of 1962 benefit statistics by the Dominion Bureau of Statistics.

The report, less appendices, is printed below.

As shown above, the balance in the Unemployment Insurance Fund at the end of the fiscal year was about \$10 million. This small balance was wiped out in April and the Fund was enabled to continue to pay the claims received during April and May only by means of loans from the Government. At the end of April the deficit that had to be covered by a loan was \$23 million, and at the end of May it was \$37 million.

Provision had been made under the Appropriation Act in 1962-63 for a loan up to \$25 million, but this had not been required up to the end of the fiscal year at March 31, 1963. During April and May 1963 loans were made under the authority of Orders-in-Council 1963-547 of April 1, 1963 and 1963-702 of May 2, 1963. These loans were covered by an item in the 1963-64 Supplementary Estimates (tabled on May 29, 1963) empowering the Government to lend the Commission up to a maximum of \$55 million with interest.

The Special Committee of Inquiry, under the Chairmanship of Mr. E. C. Gill, which had been appointed in July 1961 to inquire into and report upon the suitability of the scope, basic principles and provisions of the Unemployment Insurance Act and the manner of operation thereof, submitted its Report including Recommendations to the Governor-in-Council in November 1962.

We are informed that these Recommendations are now under consideration by the Government but it is not yet known whether these will be adopted for consideration and approval of Parliament.

UNEMPLOYMENT INSURANCE FUND

	1963	1962	1961	1960
	(in thousands of dollars)			
Increase or decrease in balance from previous year.....	-56,905	-118,087	-181,207	-133,919
Contributions from employers and employees.....	286,430	277,789	275,273	228,616
Contributions from the Government of Canada.....	57,286	55,558	55,055	45,723
Amounts collected in penalties.....	103	90	63	52
Interest on Investments.....	2,466	6,800	9,980	16,855
Profit or loss on sale of securities.....		L. 822	L. 7,269	L. 8,414
Interest paid on loans.....		2,961	403	1,517
Total net revenue.....	346,285	336,253	332,698	281,215
Ordinary benefit payments.....	318,119	352,328	406,728	320,970
Seasonal benefit payments.....	85,071	102,411	107,178	94,264
Excess of expenditure over revenue.....	56,905	118,087	181,207	133,919

FISHING COVERAGE

Contributions from employers and employees.....	1,207	1,075	1,122	907
Contributions from Government of Canada.....	241	215	224	181
Benefit payments.....	10,882	11,650	11,785	11,024

OTHER STATISTICS

No. of initial claims for Unemployment Insurance received.....	1,507,000	1,613,000	1,814,000	1,742,000
Average No. of benefit weeks paid.....	13.4	14.3	16.4	16.0
Average weekly rate.....	\$24.27	\$24.02	\$23.12	\$21.43

Accordingly the Committee at this time simply endorses the opinion expressed by the Actuary in paragraph 19 of his Report that it is likely that the operation of the unemployment insurance scheme will continue substantially as at present for the coming year and that there appears to be no possibility of any amendments to the Unemployment Insurance Act significantly affecting the state of the Unemployment Insurance Fund before the summer of 1964.

In considering the prospective state of the Fund in the intervening period the Committee draws attention to the content of paragraphs 27 and 28 of the Actuary's Report which read as follows:

"27. If the unemployment conditions of 1963-64 should prove to be very similar to those of 1962-63, it can reasonably be expected that the Fund will recover from its deficit of \$37 million at the end of May 1963 to an amount of about \$42 million by December 1, 1963. By the end of the fiscal year 1963-64, a deficit of \$49 million would seem to be in prospect which might increase to approximately \$96 million by the end of May 1964.

"28. It would therefore appear to be necessary to supplement the resources of the Fund by some \$49 million to enable benefits to be paid to the end of March 1964. Moreover, if contribution revenues and benefit payments during the months of April and

May of 1963 are duplicated during the same months of 1964, a further \$47 million would be needed to provide for benefit payments to the end of May 1964. In the normal course of events, contribution revenues should exceed benefit payments in the summer months of 1964 under the present unemployment insurance scheme."

We recommend that if supplementation of the resources of the Fund beyond that already provided for is required for continued payment of benefits, provision should be made for this purpose.

The Committee feels it would be neglecting its duty if it did not at this time reiterate its concern that action be taken at the earliest possible date for revision of the unemployment insurance scheme.

The Committee was assisted in its study of the 1962-63 operations of the Unemployment Insurance scheme by the information and explanations provided by the Unemployment Insurance Commission, by Mr. J. W. Kroeker, Senior Actuary of the Department of Insurance, by the officers of the Dominion Bureau of Statistics and by Mr. H. D. Clark of the Department of Finance.

Respectfully submitted,

(Sgd.) A. H. BROWN,
Chairman.

July 15, 1963.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....</i> (000)	September	6,815	- 2.9	+ 2.6
Employed.....	September	6,565	- 2.7	+ 2.8
Agriculture.....	September	706	- 8.8	- 4.3
Non-agriculture.....	September	5,859	- 1.9	+ 3.8
Paid workers.....	September	5,383	- 2.8	+ 3.6
At work 35 hours or more.....	September	5,613	+ 3.3	+ 0.9
At work less than 35 hours.....	September	753	+20.1	+16.9
Employed but not at work.....	September	199	-71.0	+12.4
Unemployed.....	September	250	- 7.4	- 3.9
Atlantic.....	September	34	- 2.9	-10.5
Quebec.....	September	108	0.0	+11.3
Ontario.....	September	57	-20.8	-23.0
Prairie.....	September	23	0.0	+15.0
Pacific.....	September	28	-12.5	- 9.7
Without work and seeking work.....	September	237	- 6.0	- 4.1
On temporary layoff up to 30 days.....	September	13	-27.8	0.0
<i>Industrial employment (1949=100).....</i>	July	127.5	0.0	+ 1.4
Manufacturing employment (1949=100).....	July	116.8	- 1.8	+ 1.1
<i>Immigration.....</i>	1st 6 mos.	41,444	—	+21.7
Destined to the labour force.....	1963	21,360	—	+24.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	63	+14.5	+31.3
No. of workers involved.....	September	9,583	-17.4	- 8.6
Duration in man days.....	September	86,320	+17.7	-25.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	July	\$83.34	- 0.4	+ 3.0
Average hourly earnings (mfg.).....	July	\$ 1.93	- 0.5	+ 3.2
Average hours worked per week (mfg.).....	July	40.8	- 0.3	- 0.5
Average weekly wages (mfg.).....	July	\$78.57	- 1.4	+ 2.4
Consumer price index (1949=100).....	September	133.4	- 0.4	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100).....	July	140.6	- 1.6	+ 0.5
Total labour income..... \$000,000.	July	1,830	- 1.8	+ 5.3
<i>Industrial Production</i>				
Total (average 1949=100).....	August	189.7	+ 2.8	+ 3.4
Manufacturing.....	August	168.7	+ 2.5	+ 3.9
Durables.....	August	169.3	- 3.6	- 7.2
Non-durables.....	August	176.6	+ 7.7	+ 5.5
<i>New Residential Construction (b)</i>				
Starts.....	September	10,927	- 2.9	+12.3
Completions.....	September	10,814	+24.5	+ 0.9

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Employment and Unemployment, September

Employment declined by an estimated 181,000 to 6,565,000 between August and September.

During the summer months, a record number of students found temporary jobs, and with their return to school this fall, employment showed an above-average decrease for the month. Between August and September, the decrease in employment of persons 14 to 24 years of age amounted to 229,000. This decline was partly offset by a gain of 48,000 among persons 25 years of age and over.

Unemployment decreased by 20,000 during the month to 250,000.

Employment was 180,000 higher than a year ago, and unemployment showed little change.

Labour Force

The labour force in September was higher than a year earlier by 170,000, or 2.6 per cent. For men the increase was 1.3 per cent and for women, 5.8 per cent. This is the third consecutive month in which the over-the-year increase in the total labour force was of approximately this size. During the first six months of 1963, it averaged only about 1 per cent higher than in the same period last year.

Employment

About two-fifths of the employment decline between August and September was in agriculture. Much of the drop in non-farm employment was in the service industries. In both agriculture and the non-farm industries, the decreases were mainly the result of the return of students to school.

Employment in September was substantially higher than a year ago. At 6,565,000, the September estimate represented an increase of 180,000, or 2.8 per cent, over September 1962. The largest part of the advance was in service, manufacturing and trade.

In the week ended September 21, of the estimated 6,565,000 employed, 4,699,000 were men and 1,866,000 were women.

Women's employment has shown a strong advance as a result of a renewed upturn in recent months in service-producing industries. In September, women accounted for better than half the year-to-year increase in employment as opposed to less than one-third in June.

Unemployment

Unemployment decreased by an estimated 20,000 to 250,000 between August and September, largely as a result of students' leaving the labour market. Virtually all of the change took place among persons under 25 years of age.

Of the 250,000 unemployed in September, some 179,000 had been unemployed for three months or less. An estimated 27,000 had been seeking work for four to six months, and 44,000 for seven months or more.

Unemployment in September represented 3.7 per cent of the labour force, compared with 3.9 per cent a year earlier and 4.7 per cent two years ago. Seasonally adjusted, the September unemployment rate was 5.3 per cent, down from 5.6 per cent in August and from 5.7 per cent in September 1962.

Of the 250,000 unemployed, 192,000 were men, of whom 96,000 were married men. Of the 58,000 unemployed women, 17,000 were married.

Labour Market Areas

During the month, 19 labour market areas were reclassified, 16 to a grouping denoting a better balance between demand and supply of labour. Only one metropolitan area, Calgary, was reclassified from Group 3 (balance) to Group 2 (moderate labour surplus). (See table, facing page.)

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Sept. 1963	Sept. 1962	Sept. 1963	Sept. 1962	Sept. 1963	Sept. 1962	Sept. 1963	Sept. 1962
Metropolitan.....			4	3	8	9		
Major Industrial.....	1	1	10	14	15	11		
Major Agricultural.....			1	1	12	13	1	
Minor.....			9	11	47	45	2	2
Total.....	1	1	24	29	82	78	3	2

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		CALGARY ← Quebec-Levis St. John's Vancouver New Westminster	Edmonton Halifax Hamilton → MONTREAL Ottawa-Hull Toronto → WINDSOR Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Oshawa	Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivières	Brantford Corner Brook Cornwall → FARNHAM-GRANBY Fort William Port Arthur Guelph Kingston Kitchener London → NIAGARA PENINSULA → PETERBOROUGH → SARNIA Sudbury Timmins- Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural activity)		Thetford-Lac Megantic and Ville St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	→ NORTH BATTLEFORD
MINOR AREAS (labour force 10,000 to 25,000)		Campbellton Dawson Creek FREDERICTON ← Gaspé Lindsay Prince George- Quesnel Ste. Agathe- St. Jerome ST. STEPHEN ← Valleyfield	Bathurst → BEAUHARNOIS Belleville-Trenton Bracebridge → BRAMPTON Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Drumheller → DRUMMONDVILLE Edmundston Galt Coderich Grand Falls Kamloops Kentville Kitimat Lachute-St. Therese Listowel Medicine Hat Montmagny → NEWCASTLE North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert → QUEBEC NORTH SHORE → RIMOUSKI St. Hyacinthe → ST. JEAN St. Thomas Sault Ste. Marie Simcoe Sorel	Swift Current Weyburn
		Group 3 (Concluded) Stratford → SUMMERSIDE Trail-Nelson Truro Victoriaville Walkerton → WOODSTOCK, N.B. Woodstock- Tillsonburg Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Industrial Fatalities in Canada during Second Quarter of 1963

Deaths from industrial accidents during second quarter of year numbered 232, increase of 8 from number in previous quarter

A preliminary count of reports received by the Department of Labour shows that there were 232* industrial fatalities in Canada during the second quarter of 1963.

During the previous quarter, 224 fatalities were recorded, including 34 in a supplementary list. In the second quarter of the previous year, 258 fatalities were recorded.

During the second quarter of 1963, there were three accidents that each resulted in the deaths of three or more persons. On April 9, four men were lost when the *Louisburg, N.S.*, fishing vessel *Elizabeth and Leonard* disappeared during a fierce storm in the Gulf of St. Lawrence. On April 6, three firemen were crushed to death, or died later of injuries received, when a burned-out building in Montreal, Que., collapsed on them. On June 7, three men died when their aircraft crashed near Princeton, B.C.

The largest number of fatalities, 51, occurred in the construction industry. Of the 51 fatalities, 15 were in buildings and structures, 10 in highways and bridges, and 26 in miscellaneous construction.

In the manufacturing industry, 11 of the 36 fatalities were in iron and steel products, 5 in wood products, 4 in food and beverages, 3 each in transportation equipment products and non-ferrous metal products, 2 each in paper products, non-metallic mineral products, products of petroleum and coal, and chemical products, and 1 each in electrical apparatus products and miscellaneous manufacturing products.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occur during a quarter is usually greater than the figures quoted in the quarterly articles. Information on accidents that occur but are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly.

The 29 fatalities that were recorded during the second quarter in the transportation, storage and communication industry were distributed as follows: 17 in local and highway transportation; 5 in railway transportation; 2 each in street and electrical railways transportation and in water transportation; and 1 each in storage, telegraphs and telephones, and miscellaneous transportation.

In the mining and quarrying industry, 19 of the 29 fatalities were in metal mining, 2 in coal mining and 8 in non-metallic mineral mining.

The number of fatalities recorded in the service industry during the quarter was 23.

An analysis of the 232 fatalities during the second quarter of 1963 shows that 53 (23 per cent) were caused by falls and slips; all but 10 were the result of falls from different levels.

Forty-five fatalities were due to collisions, derailments, wrecks, etc.; 25 of them involved automobiles and trucks, 9 involved tractors and loadmobiles, 6 involved aircraft, 3 involved railways and 2 involved other transport agencies.

Forty-five fatalities were the result of being struck by different objects: 34 of these were in the category "other objects" such as falling trees and limbs and landslides or cave-ins, etc.; 7 were caused by tools, machinery, cranes, etc., and 4 by moving vehicles.

Twenty-eight fatalities were the result of inhalation, absorptions, asphyxiation and industrial diseases.

The remaining 61 fatalities were distributed as follows: 24 were the result of being caught in, on or between; 19 the result of conflagrations, temperature ex-

(Continued on page 932)

The industrial fatalities recorded in this quarterly article are fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths that resulted from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Collective Bargaining, Third Quarter, 1963

Collective bargaining in Canada during the third quarter of 1963 resulted in 60 settlements applying to bargaining units of 500 or more employees outside the construction sector. About 82,000 workers in a wide range of industries were covered by these settlements.

Of particular interest was extensive bargaining activity in the longshoring industry, pattern settlements in the logging and pulp and paper industries and the establishment of a company-wide welfare plan by Dominion Steel and Coal Corporation and the United Steelworkers.

Collective bargaining during the quarter in the longshoring industry on the Great Lakes and on the East and West Coasts led to four major settlements covering about 4,300 port workers.

In July, the **International Longshoremen's Association** concluded a two-year agreement on behalf of longshoremen in Hamilton and Toronto. Five companies—**Eastern Canada Stevedoring, Cullen Stevedoring, Pittston Stevedoring, Brown and Ryan Limited and Economic Stevedoring**—were parties to this settlement, which provided for wage increases of 10 cents an hour retroactive to January 1, 1963 and 9 cents an hour effective January 1, 1964, as well as an increase from 11 cents an hour to 15 cents an hour, in two steps, in welfare benefits.

Another two-year agreement was negotiated by the ILA on behalf of **CNR stevedores** at North Sydney, N.S. This contract provides for two annual wage increases of 4 cents an hour.

In August, the **Railway Clerks** negotiated a one-year agreement with **Canada Steamship Lines** that covers freight handlers, checkers and related occupations at several Great Lakes ports. In addition to granting a wage increase of 6 cents an hour, the company agreed to increase its contribution to a health and welfare plan from 20 cents to 35 cents a day.

In the longshoring industry on the West Coast, the **International Longshoremen's and Warehousemen's Union**, after more than a year of negotiations, in August signed two master agreements: with the Shipping Federation of British Columbia and the B.C. Wharf Operators' Association (L.G., Sept., p. 772).

The agreement with the Shipping Federation consolidates four previous contracts, one covering five deepsea longshoremen's locals and three applying to locals composed of checkers, grain liners and first aid attendants. The Wharf Operators' agreement supersedes a number of separate contracts with individual employers. The master agreements are for a term of three years, from August 1, 1963 to July 31, 1966.

Approximately 2,400 port workers at Vancouver, New Westminster, Port Alberni, Victoria, Chemainus and Prince Rupert are covered by these agreements. The majority of the workers—deepsea longshoremen who load and discharge vessels, marine checkers who tally cargo, grain liners who prepare vessels for receiving cargoes of bulk grain, and first aid men—are covered by the Shipping Federation agreement. The agreement with the Wharf Operators' Association applies to dock and coastwise work.

The previous Shipping Federation agreements had expired July 31, 1962; those with the Wharf Operators' Association had terminated, on other dates. Initially, the two employers' associations conducted negotiations with the Longshoremen and Warehousemen separately. Union demands for a master agreement covering all phases of the industry, and questions concerning the size and composition of work gangs as operations were being mechanized were major issues in the negotiations.

Conciliation boards were appointed when direct bargaining did not resolve the dispute. In May, the conciliation board inquiring into the dispute between the union and the Shipping Federation recommended the resumption of direct bargaining, with both employers' associations negotiating parallel contracts at the same time and place. The Shipping Federation and the Wharf Operators' Association began to bargain jointly in June.

At the end of June, members of the union voted in favour of strike action, and a one-day work stoppage was called on July 19. Another strike was scheduled for July 28, but this was averted by further negotiations that led to the settlement in August.

The two agreements provide for general wage increases of 15 cents an hour on August 1, 1963, 10 cents an hour on February 1, 1964, 8 cents an hour on August 1, 1964 and 11 cents an hour on August 1,

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

1965. Moreover, higher premiums, ranging from 15 to 30 cents an hour, are added to wage rates for special occupations.

Under the agreement with the Shipping Federation, provision is made for settlement pay of \$180 for workers at most ports employed July 31, 1962 and still employed at the time of settlement. The agreement with the Wharf Operators' Association makes no provision for settlement pay but gives additional wage increases of at least 60 cents an hour in four steps to achieve parity with Shipping Federation wage rates.

Uniform holiday and vacation provisions and welfare benefits are characteristic of the settlement, and credits accumulated by employees are to be portable between the two groups.

A single welfare plan, financed equally by employers and employees, is to be established by the end of 1963, and by 1968, existing pension plans will be consolidated into a single plan. In the meantime, welfare benefits are to be improved to the extent permitted by increased contributions from employers and employees. Furthermore, employers heretofore paying less than 16 cents an hour toward pension plans are committed to increasing their contributions to that amount.

The master agreements provide for a three-shift system for the handling of bulk cargo—eight hours work or pay being guaranteed at straight-time on the day shift, seven and a half hours at time and one half on the evening shift and six and a half hours at double time on the night shift. Management has the right to transfer employees to different operations in order to provide full shift guarantees. However, half shift guarantees will apply in the event of inclement weather, fog, non-arrival of vessels and mechanical failures if the dock workers are not ordered to stand by. Under the previous Shipping Federation agreement, there was only a day shift with a night shift when men were available.

During the first year of the agreements, possible transition to a two-shift arrangement coupled with guarantees is to be negotiated without affect on the term of the agreements and without recourse to strike action or arbitration.

The agreements specify basic work gangs of at least eight men, a reduction from the previous gang size of 13 workers, and provide for smaller work gangs on special operations.

Outstanding among the terms of the two agreements is a new Automation Protection Plan. The plan contains provisions to ensure no layoffs by reason of technological change; an employment guarantee of 35

hours a week or 1,820 hours a year unless the volume of cargo handling declines; retraining, without loss of income, for workers affected by mechanization; relocation of workers displaced by mechanization to different ports.

The Automation Protection Plan makes provision also for supplementary pensions for employees retiring before the age of 65. A supplementary pension totalling \$10,800 at \$300 a month is to be paid to employees with 25 or more years of service who are retired at age 62 because of technological change. For employees with at least 25 years of service who retire voluntarily at age 62, or on normal retirement at age 65, or at any age after 15 years of service because of disability, the supplementary pension will total \$7,200 at \$100 a month. Should a pensioner die before receiving all of his supplementary pension, the balance of the benefits will be paid to his beneficiary.

Near the end of September, a conciliation board established to assist in negotiations between the Montreal, Three Rivers and Quebec City locals of the **ILA** and the **Shipping Federation of Canada** released a report containing unanimous recommendations. The board recommended two-year agreements with wage increases totalling 19 cents an hour, an additional contribution by employers of 3 cents an hour for fringe benefits, and new vacation allowances based on 4 per cent of earnings instead of the current 8 cents per hour worked.

Also recommended was an enquiry into the administration and operation of the Shipping Federation of Canada—**ILA** Trust Funds and the establishment of joint committees to study suggested changes in working conditions and modifications to the pension plan.

The union had proposed a wage increase of 35 cents an hour and the equivalent of 9 cents an hour for improvements in the pension and welfare fund and vacation pay.

On September 9 and 10, longshoremen in Montreal and Three Rivers struck in protest against delays in reaching a settlement. At the end of the month, the **ILA** members rejected the board's recommendations. Approximately 3,800 workers at Montreal, Three Rivers and Quebec City went on strike October 4, thus bringing shipping on the St. Lawrence River to a standstill.

In the British Columbia salmon fishing industry, about 10,000 shore workers, tendermen and fishermen, represented by the **United Fishermen and Allied Workers' Union** went on strike against member firms of the **Fisheries Association of B.C.**

The strike began July 15 after a government supervised strike vote in which the tendermen voted against a work stoppage but the shore workers in fish processing, fresh fish and cold storage plants voted for strike action. The prices for various species of salmon were the main issue in the strike. After three weeks the strike came to an end when the tendermen and shore workers accepted a one-year contract that increases wages by 4 per cent and the fishermen agreed to arbitration of salmon prices.

In the logging industry in northern Ontario, the **Carpenters (Lumber and Sawmill Workers)** continued negotiations for new contracts based on the pattern established earlier in the year. Earlier settlements had resulted in two-year agreements giving wage increases of 6 cents an hour for hourly-paid workers and 4 per cent for piece workers, and reducing the work week from 44 to 40 hours with maintenance of pay.

In July, two arbitration boards that had been appointed in February after a strike by employees of **Kimberly-Clark and Spruce Falls Power and Paper** at Kapuskasing, Longlac and Geraldton, Ont. (L.G., April, p. 299) handed down their awards. The awards apply the pattern for the industry to the two companies.

In the dispute between the union and Kimberly-Clark, the company nominee on the board dissented on the grounds that, as a kraft pulp operation, the company's problems were different from those of a newsprint mill. The board enquiring into the dispute between the Carpenters and Spruce Falls Power and Paper allowed a compromise between the union's demand for a five-day work schedule and the company's contention that seven-day operations were necessary during the winter hauling period if hours of work were to be reduced. The board set out a seven-day schedule for eight weeks between January 1 and March 15, with premium pay for work during the period.

During the quarter the Carpenters (Lumber and Sawmill Workers) signed other agreements along the industry pattern with **Northern Forest Products** and **Marathon Corporation of Canada**.

In the eastern Canadian pulp and paper industry, collective bargaining led to 12 major settlements covering 10,400 workers in New Brunswick, Quebec and Ontario. Most of the settlements followed the pattern set in the contracts negotiated in the industry earlier in the year. The majority of the earlier eastern settlements gave no

general wage increases but provided for occupational adjustments, higher shift premiums, amended vacation clauses, new pension and insurance schedules and higher company contributions to weekly indemnity, life, hospital and medical insurance plans.

The companies that during the summer signed two-year contracts along these lines were: **Bathurst Power and Paper** and **Fraser Companies** in New Brunswick; **Quebec North Shore Paper**, **Price Brothers** and **Consolidated Paper** in Quebec; and **K.V.P. Company** in northern Ontario. The **E.B. Eddy Company** in Quebec signed a one-year agreement embodying similar terms.

Under two-year agreements signed by **Domtar Newsprint**, the Company's employees at Donnacona, Quebec, are to receive two annual wage increases of 3 cents an hour, and at Red Rock, Ont., a general wage increase of 2 cents an hour, in addition to other benefits.

The major unions that negotiated most of these agreements were the **Papermakers** and the **Pulp and Paper Mill Workers**. The **Pulp and Paper Workers' Federation (CNTU)** was party to two settlements with companies in Quebec.

In British Columbia a new union, the **Pulp and Paper Workers of Canada**, signed one-year agreements with **Celgar Limited**, **Watson Island**, **Rayonier Canada**, **Woodfibre**, and **B.C. Forest Products**, **Crofton**, whose employees had previously been represented by the **Pulp and Paper Mill Workers**. These agreements, which give a general wage increase of 4 per cent, follow the pattern of an earlier settlement negotiated with other plants in the industry by the **Pulp and Paper Mill Workers**.

On July 17, the **United Steelworkers** signed their first agreement with the **International Nickel Company** since displacing the **Mine, Mill and Smelter Workers** as bargaining agent at Sudbury and Port Colborne. About 13,000 workers were covered by the settlement.

The major issues in dispute during negotiations had been wages, the type of pension plan and union security. The new agreement provides for wage increases totalling 8 per cent over a period of three years. A non-contributory pension plan, now part of the agreement, establishes normal retirement benefits of \$5.75 a month per year of service and, until an employee qualifies for the government old age pension, a supplemental benefit of 50 cents a month per year of service. A compulsory check-off of union dues, provided for in the previous agreement with the **Mine, Mill and Smelter Workers**, is included in the new contract.

Other features of the settlement include an increase from \$2,500 to \$5,000 in group life insurance, with the company and employees sharing the cost equally; a weekly sickness and accident indemnity of \$50 payable up to 32 weeks (formerly \$40 payable up to 26 weeks); Physicians Services Incorporated Blue Plan, to supersede previous medical insurance arrangements, with the company paying 60 per cent of the premiums.

After nearly a year of negotiations, the **Dominion Steel and Coal Corporation** signed a three-year agreement with the **Steelworkers** in July that covers about 2,700 workers at Sydney, N.S. The previous agreement had expired July 31, 1962 and negotiations were opened the following month. The union was seeking, among other contract changes, wage parity with major steel plants in Ontario, improvements to pension and vacation provisions, and job security. As negotiations went forward, the union membership turned down the proposed terms of settlement in votes held in January, March and June.

The terms of settlement that were endorsed by the union members in mid-July include a wage increase of 4½ cents an hour at the beginning of August 1964 and higher company contributions toward welfare and pension plans. Under an S.U.B. plan, maximum benefits will be \$47 a week for single employees and \$56 a week for married employees with dependants.

In August, the **Steelworkers** and **Dominion Steel and Coal** signed a corporation-wide welfare agreement in Montreal that supersedes a number of separate welfare plans. It will cover about 8,000 employees in Sydney and Trenton, N.S.; Wabana and Bell Island, Nfld.; at the Montreal and Truscon Works in Quebec; and at the

Etobicoke and Canadian Bridge Works in Ontario. The welfare plan, which is contributory, includes group life insurance of \$4,000 and \$5,000, depending on the employees' wage rates, accidental death and dismemberment coverage, a weekly sickness indemnity of \$50 payable up to 26 weeks, and hospital, medical and surgical coverage consistent with plans in the different provinces. A union-management committee was established under the agreement for the purposes of administration and joint consultation at regular intervals.

In the Nova Scotia coal mining industry, subsidiaries of **Dominion Steel and Coal Corporation**—**Dominion Coal**, **Old Sydney Collieries** and **Acadia Coal**—signed two-year agreements with the **United Mine Workers** in September, after a year of negotiations. Nearly 7,000 coal miners are covered by the new contract, which replaces agreements that had expired December 31, 1962.

In the course of the negotiations the union, which had asked for wage increases totalling \$1 a day, two additional paid holidays and three weeks vacation with pay in a two-year contract, applied for the services of a conciliation board. A board was constituted in March under the chairmanship of Judge A. F. McKinnon. In a majority report, signed by the chairman and the union nominee, the board recommended wage increases of 30 cents a day retroactive to January 1, 1963, 40 cents a day effective January 1, 1964, 30 cents a day to take effect July 1, 1964, and three additional paid holidays, with no change in the existing provision for two weeks vacation.

The recommendations of the board were accepted in August by the company and, in a vote in mid-September, by the union members.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
C.B.C., company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
CNR, CPR & other railways	15 Unions (non-operating empl.)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Northwestern Utilities & Cdn. West. Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Comm., Montreal, Que.	Public Empl. (CLC) (outside empl.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
Scarborough Township, Ont.	Public Empl. (CLC) (outside empl.)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Shawinigan Water and Power, province-wide, Que.	Empl. Assn. (Ind.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (assistant caretakers)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)

Part II—Negotiations in Progress During September

Bargaining

Company and Location	Union
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communications salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)

Company and Location	Union
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.)
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Food stores (various), Winnipeg & Transcona, Man.	Retail Clerks (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
House of Seagram, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont. ..	Steelworkers (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assn. (Ind.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs (AFL-CIO/CLC)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
T.C.A., company-wide	Air Line Flight Attendants (CLC)
T.C.A., company-wide	Sales Empl. (Ind.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)
Winnipeg Metro., (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Officer

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
C.B.C., company-wide	Public Empl. (ARTEC) (CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Electrohome Industries, Kitchener, Ont.	Nat. Council of Cdn. Labour (Ind.)
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Shipbuilders (various), Vancouver & Victoria B.C.	Various unions

Conciliation Board

Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (13), Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Shipping Federation of Canada, Halifax, N.S.; Saint John, N.B.; Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)

Post-Conciliation Bargaining

Company and Location	Union
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)

Arbitration

Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec Hydro-Electric Comm., Montreal, Que.	Office Empl. Assn. (Ind.)

Work Stoppage

Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)

Part III—Settlements Reached During September 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximately.)

AYERS LIMITED, LACHUTE, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 530 empl.—wage increases of 5¢ an hr. retroactive to June 1, 1963, 4¢ an hr. eff. June 1, 1964 and 4¢ an hr. eff. June 1, 1965; time and a half after 45 hrs. of work (formerly after 48 hrs.); vacation pay to be 2% of earnings for employees with less than 5 yrs. of service, 4% of earnings after 5 yrs. of service, 5% of earnings after 10 yrs. of service, 6% of earnings after 20 yrs. of service and 7% of earnings after 25 yrs. of service.

C.I.L., McMASTERVILLE, QUE.—CNTU-CHARTERED LOCAL: 3-yr. agreement covering 550 empl.—settlement pay of \$25 prorated; wage increases of 10¢ to 12¢ an hr., depending on classification, eff. Sept. 26, 1963, 5¢ an hr. eff. Aug. 8, 1964 and 5¢ an hr. eff. Aug. 8, 1965; evening and night shift premiums increased to 9¢ and 10¢ respectively (formerly 8¢ and 9¢); rate for labourer on Aug 8, 1965 will be \$1.93 an hr.

CONSOLIDATED PAPER, GRAND'MERE, QUE.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 570 empl.—no general wage changes; classification adjustments of 1¢ to 3¢ an hr.; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation with 8% of annual earnings after 20 yrs. of service, eff. Jan. 1, 1964 (at present after 25 yrs.); improvements to sickness benefit, group life insurance and retirement income plans; English and French versions of agreement to have parity of meaning; rate for labourer \$2.03.

CONSOLIDATED PAPER, NICAUBA, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 18-mo. agreement covering 500 empl.—wage increases of 7¢ an hr. retroactive to Aug. 24, 1963 and 6¢ an hr. eff. Feb. 26, 1964 for hourly-rated employees; piece rate increase of 25¢ per 100 cu. ft. solid; rate for stump wood to be \$7.45 a cord and rate for unstump wood to be \$6.55 a cord; rate for labourer on Feb. 26, 1964 will be \$1.28 an hr.

CONSOLIDATED PAPER, PORT ALFRED, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): classification adjustments arising from wage reopener provided for in agreement, covering 630 empl., that was due to expire April 30, 1964; agreement extended to April 30, 1965; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation with 8% of annual earnings after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); rate for labourer \$2.03 an hr.

CONSOLIDATED PAPER, SHAWINIGAN, QUE.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—no general wage changes; classification adjustments of 1¢ to 4¢ an hr.; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation with 8% of annual earnings after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); provision for jury duty allowance introduced; improvements to sickness benefit, group life insurance and retirement income plans; rate for labourer \$2.03 an hr.

DOMINION COAL, GLACE BAY, N.S.—MINE WKRS. (IND.): 2-yr. agreement covering 5,500 empl.—wage increases of 30¢ a day retroactive to Jan. 1, 1963, 40¢ a day eff. Jan. 1, 1964 and 30¢ a day eff. July 1, 1964; additional paid holiday in 1963 plus 2 additional paid holidays in 1964, making a total of 8 paid holidays; rate for labourer on Jan. 1, 1964 will be \$13 a day.

DOMINION RUBBER (TIRE DIV.), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—wage increases of 6¢ an hr. retroactive to May 5, 1963 and 6¢ an hr. eff. May 4, 1964; minimum vacation pay to be \$50 a wk. for male employees (formerly \$40) and \$40 a wk. for female employees (formerly \$30); monthly supplementary pension to be \$2.20 per yr. of service (formerly \$1.96 per yr. of service) to a maximum of \$65; rate for janitor on May 4, 1964 will be \$1.94½ an hr.

DOMTAR PULP & PAPER (NEWSPRINT DIV.), RED ROCK, ONT.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 500 empl.—general wage increase of 2¢ an hr. eff. May 1, 1964; classification adjustment of 3¢ an hr. for mechanical trades; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); company contributions toward welfare plan increased by \$2 a mo. for married employees and \$1.50 a mo. for single employees eff. May 1, 1963 and to be increased further by \$2 a mo. for married employees and 75¢ a mo. for single employees eff. May 1, 1964; employee contribution toward group life insurance to be 40¢ per \$1,000; rate for labourer \$2.10 an hr.

DONOHUE BROS., CLERMONT, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): wage increases of 6¢ an hr. for hourly rated empl. and 12¢ a cord for piece rate empl. eff. Aug. 1, 1963 arising from wage reopener provided for in agreement covering 600 empl. concluded in March (L.G., April, p. 304); rate for stump wood \$6.72 a cord and rate for labourer \$1.18 an hr.

GOODYEAR TIRE & RUBBER, ST. HYACINTHE, QUE.—TEXTILE FEDERATION (CNTU): 3-yr. agreement covering 650 empl.—wage increases of 6¢ an hr. retroactive to June 6, 1963, 6¢ an hr. eff. June 1964 and 6¢ an hr. eff. June 1965; 4 wks. vacation after 22 yrs. of service (formerly after 25 yrs.); S.U.B. and severance pay plan established; fatigue allowance introduced; job evaluation plan to be installed jointly.

HAMILTON CITY, ONT.—PUBLIC EMPL. (CLC) (OFFICE EMPL.): 2-yr. agreement covering 550 empl.—wage increases of \$2.36 a wk. and \$2.60 a wk., depending on classification, retroactive to Feb. 3, 1963; additional wage increases of \$2.36 a wk. and \$2.60 a wk. eff. Feb. 2, 1964; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); 4 wks. vacation after 25 yrs. of service (new provision).

MARATHON CORP., PORT ARTHUR, ONT.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 27-mo. agreement covering 600 empl.—wage increases of 6¢ an hr. on hourly rates and 2% on piece work rates retroactive to Sept. 1, 1962; additional wage increase of 2% on piece work rates eff. Sept. 23, 1963; weekly hrs. for day work classifications reduced from 44 to 40 with maintenance of pay eff. Sept. 23, 1963.

MINER RUBBER, GRANBY, QUE.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 730 empl.—wage increases of 1½¢ an hr. retroactive to July 1, 1963, 2¢ an hr. eff. April 1, 1964 and 2¢ an hr. eff. April 1, 1965; weekly hrs. of work to be reduced from 45 to 43½ with maintenance of pay eff. Jan. 1, 1965; night shift premium increased to 7¢ (formerly 5¢); 3 wks. vacation after 13 yrs. of service in 1963 (formerly after 15 yrs.) and after 11 yrs. of service in 1964.

OLD SYDNEY COLLIERIES, SYDNEY MINES, N.S.—MINE WKRS. (IND.): 2-yr. agreement covering 1,000 empl.—terms similar to Dominion Coal settlement.

PRICE BROS., KENOGAMI & RIVERBEND, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 2-yr. agreement covering 1,500 empl.—no general wage changes; classification adjustments of 1¢ to 5¢ an hr. for mechanical trades; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation after 23 yrs. of service eff. Jan. 1, 1963 (formerly after 25 yrs.) and after 20 yrs. of service eff. Jan. 1, 1964; monthly company contributions toward welfare plan increased to \$6 for married employees (formerly \$4.75) and to \$4.75 for single employees (formerly \$4.25) eff. May 1, 1963; monthly company contributions toward welfare plan to be increased to \$7 for married employees and \$5 for single employees eff. May 1, 1964; rate for labourer \$2.03 an hr.

E. S. & A. ROBINSON (CAN.), LEASIDE, ONT.—PRINTING PRESSMEN (AFL-CIO/CLC): 26-mo. agreement covering 550 empl.—wage increases of 5¢ an hr. eff. Sept. 1, 1963 and 5¢ an hr. eff. Sept. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); provision for jury duty pay introduced; rate for packer on Sept. 1, 1964 will be \$1.77 an hr.

STANROCK URANIUM MINES, ELLIOT LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 21-mo. agreement covering 550 empl.—no general wage changes; continuation pay of \$6 a mo. for all months or fractions thereof worked after Sept. 1, 1963 for a maximum of \$96 to be paid to employees on the payroll on June 30, 1964 who are laid off following cessation of underground production; rate for labourer \$2.09 an hr.

WINNIPEG GENERAL HOSPITAL, WINNIPEG, MAN.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 630 empl.—salary increases of \$8 a mo. retroactive to Jan. 1, 1963 and \$8 a mo. eff. Jan. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); rate for hospital porter after 6 mos. service will be \$267 a mo. on Jan. 1, 1964.

Performance of Older Workers In Industrial Retraining Programs

Employers are recognizing that retraining programs can be a major step in introduction of technological changes, and find that older employees can succeed in retraining courses

Industrial employers are recognizing that retraining programs can constitute a major step in the introduction of technological change. Furthermore, it is becoming more generally accepted that older employees can be successfully integrated into retraining programs.

A study made in the United States adds further weight to these claims. The full report of the study was published in June by the U.S. Department of Labor (Bulletin No. 1368—U.S. Department of Labor (BLS) June 1963). The study was made on a pilot basis.

The study covered some 2,200 workers in different types of occupations: production workers in an oil refinery; maintenance mechanics in an airline; engineers, technicians and craftsmen in an aircraft factory; and operators in a telephone company.

The four firms chosen were selected because they had each kept objective measurements of the performance of individual workers during retraining and had included older workers (over 40) as well as younger workers in the various courses. Classroom, laboratory and on-the-job training was included.

As in most studies, certain limitations were recognized. Performance data on tests of older trainees were compared with those of younger trainees. The question of whether the performance of retrained workers met the requirements established by employers, however, was not taken into consideration. Since there was no evidence that any trainee was laid off because of test performance it was assumed that companies preferred to use performance on the job to which the trainee was assigned as the yardstick for evaluating the benefits from training. This would, of course, take into account such factors as productivity, attendance, attitude and reliability.

The results reflected the influence of expanded educational opportunities in recent years. The generally lower educational levels of many of the older trainees could have been a factor in slowing down the speed of learning of some of the older trainees.

Information arising from the study can be summarized as follows:

(a) The experience of the four companies involved shows no factual basis that would justify barriers to the entrance of older workers to training programs.

(b) The younger trainees seemed likely to respond more readily and learn more quickly, particularly when courses were short and emphasis was on rapid acquisition of perceptual-motor skills. However, in longer courses, older workers more often performed as well or better than younger workers.

(c) Some proportion—sometimes as high as 40 per cent—of older workers on most of the tests analyzed performed better than some of the younger workers.

(d) Retraining constituted a major step in the introduction of technological change in the four companies studied.

(e) Through retraining, the companies were enabled to make use of the experience and knowledge of older workers that had been gained within the plant.

(f) Evidence contradicts the notion that older workers cannot learn or be retrained. The findings imply that age by itself is not a reliable or useful criterion for determining the suitability of trainees.

(g) The findings reaffirm the importance of appraising a worker's adaptability on the basis of individual capacity and aptitudes rather than on chronological age.

(h) The study revealed the importance of counselling in helping the worker, not only in an assessment of his ability, but also in allaying his apprehensions about training which older workers may fear or resist because of its novelty or unfamiliarity.

(i) Fragmentary evidence suggests that lack of education may be a serious handicap for older trainees as compared to younger. Over the long run, improvement and extension of educational opportunities for both adults and youth may be one of the most important factors in securing their adaptability as they become older.

The study, while shedding new light on the subject, points up the need for further research into the potentialities and problems of retraining employed older workers. More information is needed about special training methods, and techniques that can obtain the best results from older trainees. It is obvious, however, that older workers can be successfully retrained and adapted to new situations arising from technological change. Wider dissemination of existing information concerning the ability of older persons to learn and to be retrained should contribute to an easier adjustment to such changes.

Elimination of Architectural Barriers

Preparation of supplement to National Building Code is urged to list desirable requirements for incorporation in buildings to make them usable by persons who have difficulty walking

Getting in and out of buildings can be a major problem to disabled or older persons. When architectural design calls for long flights of steps, narrow doorways and other obstructing features, persons with ambulatory difficulties—those on crutches, in wheelchairs, with heart conditions, and many of our older population—find it difficult if not impossible to pursue a normal course of life in the community. Minor adjustments, which would not interfere with normal use, could ease or eliminate the problem.

How Big is the Problem?—The results of the Canadian Sickness Survey indicate the number of persons in the population who suffer from disabling conditions. It is estimated that there are more than 1,250,000 persons with some measure of disability and almost 2,000,000 persons over 60 years of age. Many of these would benefit from easier access to homes and public buildings.

How to Meet the Problem?—In an attempt to find an answer to this problem, a meeting was called in Ottawa on September 5 to consider the desirability of preparing a supplement to the National Building Code outlining ways of making buildings usable by persons with physical impairments. Representatives of voluntary agencies, government bodies and professional groups concerned with this problem attended from all parts of Canada.

National Building Code—Dr. R. F. Legget, Director of the Division of Building Research of the National Research Council, who was chairman, outlined the purposes of the National Building Code and how it was prepared. He recounted the steps taken to keep the Code up to date.

He explained that the Code is published under the direction of an Associate Committee on the National Building Code composed of about 24 Canadian citizens appointed by the National Research Council.

The Code is an advisory document for use throughout Canada. It has no legal standing unless and until it is adopted by a provincial government or a municipality. It is essentially a set of minimum regulations respecting the safety of buildings, with reference to public health, fire protection and structural sufficiency. Its essential purpose is the promotion of public safety

through the use of desirable building standards throughout Canada.

Government Departments' Concern—G. W. Peck of the Hospital Design Division of the Department of National Health and Welfare became involved in the project to eliminate architectural barriers through departmental concern that hospitals should be designed to be accessible to all. Publication of a Guide for Hospital Building Standards had been considered and has now been referred to the National Research Council.

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, spoke of the interest of the Department, which is concerned with the effective utilization of manpower. Disabled persons have many skills and talents and it is essential for their own well-being and the well-being of the country that they be enabled to make their contribution.

Sometimes simple adjustment to buildings or machinery is all that is needed to enable a handicapped person to function successfully. Experience has shown that when steps have been taken to make buildings more readily accessible and useful for handicapped persons, other persons quickly appreciate and make use of the improved facilities.

Ideas and Suggestions—Dr. M. G. P. Cameron of the University of Saskatchewan told of the program carried on in that province, as a result of which ramps and seating accommodation for persons in wheelchairs have been included in churches, libraries, hockey arena and at the new University Campus in Regina.

Isidore Weltman, representing the Handicapped Rehabilitation Association, presented a number of specific requirements to facilitate the use of buildings by persons with physical limitations.

A lively discussion period produced many useful ideas and suggestions for future action.

It was the unanimous decision of the meeting that the Associate Committee on the National Building Code be asked to authorize the preparation of a supplement to the Code to contain essential and desirable requirements to be incorporated into buildings to make them usable by people with handicaps and by aging persons.

Working Women in New Zealand

Trends in women's employment in New Zealand similar to those in most economically developed countries—industrialization has created a variety of new jobs that women can undertake

Recent trends in women's employment in New Zealand resemble those in most economically developed countries. Increasing industrialization has created a variety of new jobs that women can perform. At the same time there has been growing acceptance of women in economic activities.

In October 1962 the number of women in employment was estimated to be 227,100, which was 24.8 per cent of the total labour force, in contrast to 161,700, or 23.3 per cent of the total, in October 1946.

Married women have accounted for a considerable part of this growth. In 1956 their participation rate was 12.9 per cent. At the same date 67.8 per cent of single women and 17.9 per cent of widows and divorcees were in the labour force. Particularly noteworthy had been the tendency for married women between the ages of 35 and 60 years to return to gainful work.

Where women work—Thirty years ago one-third of all women at work in New Zealand were in the industrial and personal services, but by 1956 the proportion so employed had dropped to one-ninth. The major switch had been into administration and professional fields, distribution and finance, and manufacturing. These three groups in 1956 accounted for nearly 77 per cent of all jobs filled by women, in contrast to 56 per cent in 1926 and 1936.

What they do—According to the Census of 1956, each of the following occupational groups employed 10,000 or more women: office clerks; saleswomen; typists and stenographers; housekeepers, stewards, maids, cooks and related workers; tailors, cutters, furriers; nurses, health technicians and midwives; and teachers.

Professional women other than nurses and teachers included 361 architects, engineers, surveyors and draughtsmen; 766 physicists, chemists and pharmacists; 307 biologists, agriculturalists and other scientists; 199 physicians, surgeons and dentists; 429 jurists and legal workers; 1,530 clergy; 190 authors and journalists; and 620 creative artists and designers.

Part-time work—Part-time employment of women has grown rapidly since 1945. It doubled in the eight years ended October 1954 and more than doubled in the subsequent eight years to October 1962. Servicing industries accounted for most of the

gain, the major increases having occurred in wholesale and retail trade, hospitals, educational services, hotels and restaurants, laundries and dry-cleaning services, recreation and sport, central government administration, and miscellaneous community and business services.

Equal pay—The Government Service Equal Pay Act of 1960 provides for the elimination of any differentiation based on sex in the wages and salaries of Government employees.

In other fields of employment the principle is being applied increasingly. For example, it is in effect for taxi-drivers, tramway employees, performing musicians, hospital board pharmacists, jewellers, watchmakers, engravers and die sinkers, caretakers and cleaners, elevator attendants, storemen and packers, fruit and produce store employees and retail grocers.

In professional occupations it is common practice for salaries to be set without sex differentiation.

Trade unions—Under the New Zealand system, since 1961 awards and agreements may contain, by agreement of the parties or by support of the majority of the workers concerned, an unqualified preference clause making membership in a union a condition of employment. Consequently, practically all non-agricultural workers, except government employees, are bound under their contracts of employment to belong to unions. This ruling affects women equally with men.

Day care facilities for children—In 1962 there were 217 free kindergartens in New Zealand with 16,625 children enrolled. Nursery Play Centres, of which in the same year there were 173 with 4,979 children, also receive government assistance. Both these types of day care are for three- and four-year old children. Children under three are not generally admitted.

Some 50 privately organized pre-school child-care centres are available for children under 3 as well as those who are 3 and 4.

Maternity leave—Provisions for expectant mothers are left to the discretion of individual employers, and practices vary. In the Public Service, maternity leave is granted without pay but, within certain limits, may be debited, on application, against sick leave entitlements.

TEAMWORK in INDUSTRY

Purolator Products (Canada) Limited, Toronto, Ont., manufacturers of air and oil filters for the automotive and aircraft industries, have enjoyed "good labour-management relations for the past 10 years," says a company official. During that period only two disputes have had to go to arbitration.

Assistant general manager G. D. Powell thinks that joint consultation meetings deserve the credit for this stable state of affairs. "Before taking any action affecting the union and our employees, company spokesmen sit down with their representatives to present the situation and then talk it over," explained Mr. Powell. Purolator's 100 hourly employees are represented on the plant Labour-Management Committee by members of Local 14117, United Mine Workers of America, District 50.

Asked to provide a random sample of topics discussed at meetings, Mr. Powell listed: new equipment, plant operations, customer complaints, safety, waste, rumours, the current sales picture and business prospects for the future. "In fact, any topic," he added.

Joint consultation was written into the union-company agreement when the first contract was signed in 1952. "Management and the union both supported its entry into the contract," continued Mr. Powell. "Communication of this sort is important but we take it for granted here now."

Purolator's LMC is made up of nine members, four from management and five from the union. Chairman is production manager Bruce Kirby. The other management representatives are Mr. Powell, plant personnel manager Leo Roach, and company treasurer Ed Young. The Mine Workers' business agent, Gordon Noble, and the members of the union bargaining committee form the union's representation. The monthly meetings convened the week after the monthly business meeting of Local 14117, are strictly informal, and the agenda is proposed jointly by company and union representatives.

Brisk methods are employed whenever a labour-management relations problem shows up a second time. Mr. Powell told Department of Labour representatives of the steps taken jointly by labour and management whenever problems arise that could threaten the company's 10-year record of good relations. Joint action promptly taken is the correct way to overcome such problems, he said. "Recognition and participation of everyone concerned is important—and it doesn't cost anything."

Mr. Powell admitted that it is unfortunately easy for labour and management to get off on the wrong foot. "They should do more listening to each other," he declared.

Asked what subjects were covered at plant Labour-Management Committee meetings by company spokesmen and representatives of Mine Workers' Local 14117, Mr. Powell answered: "Many problems. They crop up by the hundreds. But by talking until they're straightened out, we've indirectly avoided the big problems."

* * *

Thanks to an employee's suggestion, money and time are being saved on a substantial scale at the Windsor, Ont., office of the Hydro-Electric Power Commission of Ontario. Mrs. Barbara Walkom won an award of \$933 for an idea that has revamped the time-keeping routine at the J. Clark Keith Generating Plant. Estimates are that she has saved Hydro \$4,665 a year in operating costs.

Her award citation notes that she designed "a new standard-size time card which provides all necessary information for both payroll and accounting operations." Her suggestion eliminates time sheets and greatly reduces the considerable amount of time formerly required to check time cards, make up time records for employees, and produce departmental efficiency sheets. Since the new cards are now checked by electronic devices, the human error inevitable during constant checking and rechecking has been eliminated.

Under the program adopted by HEPC in 1957, employees who suggest money and time-saving ideas receive 20 per cent of the first year's saving. The Commission has awarded \$73,590 to employees for 1,811 suggestions which have saved Hydro \$584,299 in the six years since the plan was adopted.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

CERTIFICATION AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued four certificates designating bargaining agents, ordered one representation vote and approved a mutual settlement between the parties concerned in one request for review under Section 61(2) of the Act. During the month the Board received eight applications for certification and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Aero Caterers Limited, Halifax International Airport, Kelly Lake, Halifax County, N.S. (L.G., Sept., p. 798).

2. Commercial Telegraphers' Union, C.N. System Division 43, on behalf of a unit of employees of the Canadian National Railways employed in the company's Telecommunications Department in the provinces of Newfoundland and British Columbia and in the Yukon and Northwest Territories (L.G., Aug., p. 694).

3. Association of Employees of Grimshaw Trucking, on behalf of a unit of transport drivers and warehousemen employed by Grimshaw Trucking and Distributing Ltd., Grimshaw, Alta. (L.G., Aug., p. 694).

4. Beaverlodge District Mine, Mill and Smelter Workers Union, Local 913, of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of Bachmeier Diamond & Percussion Drilling Co. Ltd., comprising employees engaged in drilling operations for the production of uranium ore in the uranium-mining industry (L.G., Sept., p. 798).

Representation Vote Ordered

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 938, General Truck Drivers and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America, applicants, Asbestos-Eastern Transport Inc., Asbestos, Que., respondent, and Peter J. Wilson, intervener. The Board directed that only the name of the applicant appear on the ballot. (L.G., Sept., p. 799) (Returning Officer: R. L. Fournier).

Request for Review Received

National Association of Broadcast Employees and Technicians, applicant, Canadian Marconi Company Limited, Montreal, Que., respondent (CFCF-TV), and The Association of Canadian Television and Radio Artists, intervener (L.G., Sept., p. 799). The request for review concerned the representation and working conditions of reporter-writers employed by the company. On August 13, 1963, the three parties concerned arrived at a mutual settlement, which was approved by the Board.

Applications for Certification Received

1. District 50, United Mine Workers of America Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Park Royal Housing Project, Ville Saint Laurent, Que. (Investigating Officer: Miss M-P. Bigras).

2. District 50, United Mine Workers of America Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Place Benoit Project, Ville Saint Laurent, Que. (Investigating Officer: Miss M-P. Bigras).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Canadian Broadcasting Corporation, Ottawa, Ont. (country-wide building maintenance group) (Investigating Officer: Miss M-P. Bigras).

4. General Truck Drivers & Helpers Union, Local No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Rempel-Trail Transportation Ltd., North Burnaby, B.C. (Investigating Officer: G. H. Purvis).

5. General Teamsters Union Local 181, of the International Brotherhood of Team-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

sters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Rempel-Trail Transportation Ltd., North Burnaby, B.C. (Investigating Officer: G. H. Purvis).

6. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Domaine Estria & Pavillon Mercier Projects, Montreal, Que. (Investigating Officer: Miss M-P. Bigras).

7. Office Employees' International Union, Local 57, on behalf of a unit of directory sales personnel employed by the Bell Telephone Company of Canada, Montreal, Que. (Investigating Officer: Miss M-P. Bigras).

8. L'Union des Camionneurs, Hommes d'Entrepôts et Aides, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of

Hubert Transport Inc., Ste. Thérèse de Blainville, Que. (Investigating Officer: Miss M-P. Bigras).

Applications for Certification Withdrawn

1. General Truck Drivers and Helpers Local Union No. 31 and General Teamsters' Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Rempel-Trail Transportation Limited, Edmonton, Alta., respondent, and Rempel-Trail Transportation Employees Association, intervener (L.G., Aug., p. 694).

2. United Steelworkers of America, Local 6254, applicant, and Wabush Mines—Pickands Mather & Co., Managing Agent, and The Arnaud Railway, Pointe Noire, Que., respondent (L.G., Sept., p. 799).

3. United Steelworkers of America, Local 6285, applicant, and Wabush Lake Railway Company Limited, Wabush Lake, Nfld., respondent (L.G., Sept., p. 799).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Shipping Federation of Canada, Inc. and Local 1764, International Longshoremen's Association (checkers), Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

2. Canadian Pacific Railway Company, Merchandise Services Department, Prairie Region, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: J. S. Gunn).

3. National Harbours Board, Montreal Harbour (Police Department and Bridge Department) and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier).

4. Denison Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (Conciliation Officer: T. B. McRae).

5. Robin Hood Flour Mills Limited, Humberstone, Ont., and District No. 8, United Packinghouse, Food and Allied Workers (Conciliation Officer: T. B. McRae).

6. The Voice of the East Limited (Radio Station CHEF, Granby, Que.) and the National Syndicate of Employees of The Voice of the East (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Canadian National Steamship Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., Sept., p. 800).

2. Radio Lac St-Jean Limitée (CFGF), Alma, Que., and Le Syndicat des Employés de CFGF (Conciliation Officer: C. E. Poirier) (L.G., July, p. 602).

3. Vancouver Hotel Company, Limited, and International Union of Operating Engineers, Local 882; International Association of Machinists, Lodge 692; and International Brotherhood of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie) (L.G., July, p. 602).

Conciliation Board Appointed

Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Sept., p. 800).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Sept., p. 800) was fully constituted in August with the appointment of His Honour Judge J. C. Anderson of Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy of Toronto and Prof. Charles Taylor of Montreal, who were previously appointed on the nomination of the Corporation and Union, respectively.

Conciliation Board Report Received

Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., March, p. 227). The text of the report is reproduced below.

Settlements Reached after Board Procedure

1. Vancouver Wharves Limited, Vancouver, and Local 501 of the International Longshoremen's and Warehousemen's Union (L.G., Aug., p. 695).

2. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, 508, 506, 507 and 510) as represented by the Canadian Coast Negotiating Committee (L.G., Aug., p. 697).

Strike Action and Settlement Reached

Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (see above). Strike commenced August 22; settlement was reached August 29.

Settlements Reached after Strike Action

1. Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Traffic Employees Association (L.G., April, p. 311). Strike began February 25 and terminated August 25.

2. Pacific Western Airlines Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (L.G., April, p. 311). Strike began February 25 and terminated August 25.

Report of Board in Dispute between

*Hull City Transport Limited and
Hull Metropolitan Transport Limited
and*

*Amalgamated Association of Street, Electric Railway and
Motor Coach Employees of America*

(Translation)

The Conciliation Board appointed under the Industrial Relations and Disputes Investigation Act has completed its investigation into the above-mentioned dispute.

This Board now has the honour to submit its report and recommendations.

Our Board held hearings in Hull and in Montreal, and heard the witnesses called by the parties. It calls your attention to the fact that the parties preferred to proceed by a submission in writing only.

This Board has acquainted itself with the submissions of both parties and examined the long, complex and difficult evidence. The members of our Board have taken the time required and necessary to discuss a matter involving some difficulties in many respects. Their work is now completed and its results are hereby submitted.

1.00 • *Purpose*—No difficulty here as submissions by both parties are in agreement.

1.01 • No difficulty here as submissions by both parties are in agreement.

2.00 • *Recognition*—We have adopted the Companies' submission as we found it more to the point.

3.00 • *Jurisdiction*—We recommend adopting the Union's submission after amending it in its form only.

4.00 • *Union Security*—After having examined the submissions of both the Union and the Companies, we are unanimous in rejecting them. We would rather adopt the Rand Formula, and the two sections we have drawn up are to that effect.

If we adopt the Rand Formula, we feel we should do so even to its logical conclusions. That is why we are including the initiation fees in what each new employee, or any employee who is not or does not want to become

a member of the Union, will have to pay to it. We feel that he who benefits from the advantages of a Union must contribute to its administrative expenses. The initiation fees are nothing else but the sharing by a person joining the Union of the administrative expenses incurred previously to his joining the Union.

It is then logical to see that all the employees share in them.

However, we have included an important reservation so as to avoid the possibility of abuses by the Union by requiring it not to change, alter or otherwise amend the said initiation fees, in connection with new employees who have not joined it, without the consent of the Company, and this is for an evident reason and so as not to create a situation which would be inevitably unfair to these new employees.

We feel, moreover, in pursuance of these same principles, that the Union must agree to accept as a member every new employee of the Company within the time limit provided.

5.00 • *Vacations with Pay*—Having the Union's request and the Company's attitude in mind, we have rewritten this section and its wording is based on the federal Annual Vacations Act. We feel this is the best solution, considering the spirit of the Act and the facilities it affords. It is to be noted that, on this subject, we only had two proposals without comment, and that the Company has not submitted any evidence. We feel that Section 5.00, which we have adopted unanimously, fulfills the desired objectives.

5.01 • The Union nominee is in favour of its maintenance, and the Company's nominee is opposed to it, giving as the main reason for his objection that, in the federal jurisdiction and under the federal Civil Service Act, the federal civil servants do not enjoy such advantages and that Paragraph 4 of Section 4 of the Annual Vacations Act apparently contained an uncommon (unusual) principle.

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

The Board was under the Chairmanship of Mario Du Mesnil, L.L., Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Clement Noel Beauchamp of Hull and Robert Bouchard of Montreal, nominees of the companies and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act is the Report of the Board, was made by the Chairman and Mr. Beauchamp. A minority recommendation was submitted by Mr. Bouchard. The majority and minority reports are reproduced here.

As Chairman of this Board, I share the Union's point of view and am in favour of maintaining this provision and subscribe to the reasons given by the Union. In fact, such a provision is often found in collective agreements and, moreover, the notion of statutory holidays has changed considerably with the years.

The principle here concerned is one of equality, and the federal legislator clearly acknowledges it in Paragraph 4 of Section 4 of the Annual Vacations Act. It seems to me that it would be unfair to require an employee to take his vacations in a period that includes a statutory holiday, thus causing him to lose it, while another employee would take his vacations in another period and benefit from the advantages of the statutory holiday. It seems to me that something here would go wrong if we shared the Companies' idea.

We have examined the European laws on this subject and find that they provide exactly what we advocate.

6.00 • Health and Welfare—The Union wishes to add two new items to the existing social security provisions: The payment of doctor's fees for visits at home, and the payment of doctor's fees for visits to his office.

The Union nominee sees in this an essential addition to any social security measure, and feels that we must aim for a complete social security plan.

On the other hand, the Companies' nominee is opposed to the inclusion of these new benefits. His idea may be summarized in this question: Why must the employer pay for marginal benefits which are sometimes heavy and so hard to control? He sees this as an undue and costly expansion, which may lead to abuses and as contingencies established outside the usual plan of the existing system.

As Chairman of this Board, I am in favour of rejecting this Union request, but not absolutely, for the same reasons as those of the Companies' nominee. I would be in favour of the position of the Union nominee as I see in this an essential addition to all social security measures.

There is, however, the matter of cost to the employers, and this must be taken into account. There has been no evidence as to the cost this might involve, and the Union has submitted no evidence of any kind on this matter.

For lack of information and having been unable to obtain any precise data, I must, as Chairman, recommend adopting the employers' point of view.

6.01 • Please note that, in this section, we are establishing a joint committee for the administration of this group insurance plan.

We strongly recommend to this joint committee to study the matter as a whole, to obtain tenders from insurance companies and to have the essential basic scientific data in connection with the cost, benefits and disadvantages of the measures requested by the Union, so as to be able to study the plan on absolutely positive grounds. We are sure

that, as a result of such a study, the parties will easily be able to fill this deficiency. As for Section 6.01, we unanimously accept it as submitted by the Union, for reasons that may be summarized as follows: It is fair and normal that such a plan concerning both parties be wholly administered by them and that each party may be able to control and supervise it in its entirety. Besides, this joint committee will, by its very nature, bring the representatives of the parties together for an exchange of ideas, which may, in the long run, only be beneficial and productive.

It is then in the spirit of any collective agreement to thus facilitate direct co-operation between the parties concerned.

6.02 • We are keeping the Union clause for the simple reason that it is very specific and likely to prevent any possible ambiguity and discussion.

7.00 • Leave of Absence—As the Company has accepted the Union clause as a whole, we can only confirm it.

7.01 • Same comment as for Section 7.00.

7.02 • Same comment as for Section 7.00.

7.03 • We are submitting an entirely new and amended provision that takes into account the facts and the wish expressed by the parties in their respective briefs.

Please note that we have eliminated the word "legitimate" and replaced it with the word "specific." This is because the word "specific" identifies operation and is, *ipso facto*, the evidence required in such a case, and is likely to prevent *post facto* evidence and any dispute on these items.

We have kept the idea of a limit of five employees, as we saw the necessity for such a limitation. In fact, if there was no such restriction, it could mean the risk of seriously interrupting the operations of the Company. We have decided on limiting the number to five employees instead of to three, in view of the Union's importance and special circumstances. We have talked over the matter of time limit. We find that we cannot, practically, cover all cases and that there are some problems of Union promotion and exceptional cases. That is why we have submitted a provision worded accordingly and in which we have provided for some definite exceptions.

We have also provided for a 48-hour notice to the Company, as we feel that this is genuine and essential.

In fact, there are numerous cases where the Union is aware of and knows in advance the dates of the leaves of absence, and it is fair and reasonable that it give the Company a 48-hour notice of such leaves of absence. This is, moreover, but a consequence of good relations and of the sense of well-understood responsibility.

Evidently, in the case of grievances and other similar cases, there can be no previous notice, as they may happen suddenly and make the serving of a notice physically impossible.

As far as grievance procedure is concerned, and there being no evidence from either party on the way grievances are processed, the Board has no statement to make and does not try to change a situation it knows nothing about.

7.04 • We recommend adopting the Union provision as amended and [as] such . . . we submit it. We note that the Company has discretionary power in such matters and that this is accepted by the Union. As to the word "disability" that we are using, we wish to state clearly that the word must include the impossibility (incapacity) to work as a result of a disease or an injury arising out of and in the course of employment as well as of any other disease.

8.00 • Work Week—We have written a new provision on this subject, which was not adopted unanimously. In fact, the Union nominee disagrees, as he finds that six days are already too much and claims that eight hours of work are sufficient and represent a normal day. We regret that we do not share the opinion of the Union nominee for the following reasons:

(a) • Our provision forces a regulation by the Company for a more steady work day and work week •

(b) • It eliminates all the preambles, as it compensates itself and gives the employee a steady day, and it leaves reasonable discretion to the Company for foreseeable contingencies •

(c) • It reconciles all the concessions that the Company wanted to make •

N.B. • In its proposal, the Union party had omitted to mention overtime. This was no doubt through oversight as, in his brief, the counsel for the union refers to it, and we then can cover this matter as we have done.

9.00 • Statutory Holidays—We are evidently keeping New Year's Day and Christmas, and adding Labour Day, 1963 and Good Friday, 1964. Please note that the Union nominee disagrees in this. We are only granting a partial increase for the following reasons: The increase we are granting is nevertheless of 100 per cent and, as this already represents a considerable expense, we feel that we should not still encumber the Companies' budget.

10.00 • Discipline—You will note that we have drawn up an entirely new provision on the matter of discipline, and this was done following the recommendations of both parties.

In fact, the previous provisions concerning discipline were inadequate, as they were not clear enough and inevitably brought about confusion inherent in the then existing structure.

We recommend to you some clear and concise wording that would eliminate specific disciplinary measures from the collective agreement and leave a structure suitable for administrative purposes. In order to have such simplification, the parties should review the regulations and co-operate in their revision in the very spirit of their agreement to the collective agreement.

11.00 • Seniority—We have adopted the Union provision with certain amendments. In Section 11.04, we have decided on 12 months instead of nine, because, as far as layoffs are concerned, the Company had itself mentioned 12 months and we feel that it is logical to follow the same line.

We also feel that limiting the layoffs and reinstatements to one department is sufficient for the Company purposes.

12.00 • Promotions—No change.

13.00 • Notice Board—We are submitting a new provision in order to conciliate the right of organizations and the right of ownership, and to obtain some practical results.

14.00 • Grievance Procedure—No change.

15.00 • Arbitration—There is only one amendment to Section 15.02. We are adding a time limit concerning the persons herein-mentioned, so as to make the selection and appointment easier.

15.04 • As far as this Section is concerned, we accept the Union provision with added standards, so as to make sure that the matter may be settled on the basis of certain principles in setting the compensation quantum.

16.00 • Rate of Pay—By a majority decision, the Union nominee having disagreed, we recommend an over-all increase of \$0.05 and \$0.07 for Hull Metropolitan Transport Limited and of \$0.06 and \$0.09 for Hull City Transport Limited.

This constitutes a step in the direction of wage parity between the two Companies and an immediate solution for settling this matter. Had it not been for the many difficulties of all sorts that parity would have caused, we would have granted it right now. We feel that we are taking a positive step in this direction and that it can soon be brought about smoothly.

In order to arrive at these figures, we have drawn our inspiration from the high degree of agreement at the conciliation level and the latest Union position during the conciliation proceedings.

Neither party has justified the question of offered and requested wages. In Hull, it seems that the wages have always been lower than

those paid by other public transport companies. Have they increased similarly to those of other companies? That is possible, but there is no proof of it. No comparison can then be made with the requirements.

However, we must keep the district in mind and not forget that it is the public of the district who must pay. Moreover, these wages can stand comparison with other wages in the district. Finally, we consider that the Company's offer is very reasonable and that it compares with any other in the industry.

17.00 • Uniforms—We are adopting the Union formula with amendments, and the Union nominee only disagrees on the amendments.

18.00 • Runs and Selections—We must say that this matter has been rather hard to handle, and that we have adopted now the Union provision, now the Company provision, now with amendments, now without any amendment. This matter was not explained to us by both sides as it should have been, and we are leaving it as such, with the amendments as indicated.

19.00 • Case of Dismissal—As far as this section is concerned, we are submitting it with certain words amended in line with the purposes to be achieved.

19.01 • This section confirmed.

20.00 • Management Rights—This section concerns discipline and we are cancelling it as we feel it is useless.

20.00 • Garage Employees—Section 20.00 unanimously adopted.

20.01 • As for Section 20.01, we recommend the Union provision by majority decision, with the Companies nominee's disagreeing as he would like to add the words "after 50 hours." We regret not to share his opinion, as it would risk clearly jeopardizing the employees' rights.

21.00 • Rules of the Company—This section concerns discipline and we are eliminating it as we feel it is useless.

21.00 • Duration of the Agreement—As far as the duration of the collective agreement is concerned, we agree that it should be in force for a period of two years from the day it was signed. The Union nominee here disagrees as he feels that it should be retroactive to August 1, 1962, and be in force for two years from that day.

The main argument submitted to us was that the employees of the Companies should not be the only ones to be burdened with the present expansion in the district, and that the problem of possible financial difficulties could not constitute by itself, a reason for not receiving (admitting) this request. Briefly, that the Companies should be assisted by the municipal authorities who would carry this burden.

However commendable this suggestion might be, we do not believe that it should

be taken into account or considered here, as we would feel that we are exceeding our jurisdiction. In fact, we must accept the facts as they are now, and not as they should be or could be. As the Companies do not get any assistance from the municipality, we must accept this fact as such and decide accordingly.

While recognizing the principle of retroactivity, this Board finds, in a majority decision, that this principle was not recognized and sanctioned with a view to situations of this kind. In fact, it is more to avoid that employees, who have bargained in good faith and in proper time, become the victims of dilatory moves for which they could not be made responsible. Such is not the case here. We have no proof of this, and the Union does not mention it in its brief.

Moreover, even if, in practice, such retroactivity was granted, we feel that the financial situation would not allow it to pay the amounts required for these purposes.

Finally, the Companies have only one source of income: the public, and it would be impossible for them to call upon this public to recover these amounts.

Please note that the Union cannot request the retroactivity of this agreement to August 1, 1962, for the simple reason that the previous one expired on January 1, 1963.

(Sgd.) Mario Du Mesnil,
Chairman

(Sgd.) Robert Bouchard,
Member (Dissenting
report attached)

(Sgd.) C. W. Beauchamp,
Member.

Montreal, Que., July 9, 1963.

(End of Translation)

Collective Agreement

[Majority Recommendation]

1.00 • Purpose—The purpose of this agreement is to define working conditions and wages of employees, and to provide for the adjustments of disputes that may arise between the Companies and the employees.

1.01 • The Companies agree to treat the employees with consideration and without discrimination, and the Union agrees to co-operate with the Companies to ensure the proper maintenance and operation of the Companies' business.

2.00 • Recognition—The Companies recognize the Union as the sole collective bargaining agent for all the employees covered by the two certificates issued to the Union by the Canada Labour Relations Board dated December 19, 1961.

3.00 • *Jurisdiction*—This agreement applies to all employees of the Companies working in or out of Ottawa classified as bus operators and garage employees, excluding office employees, garage supervisors, inspectors and dispatchers.

4.00 • *Union Security and Union Dues*—The Companies agree to deduct from the first pay of each employee, whether or not he is a member of the Union, in each month the current Union dues and assessments required by the constitution and bylaws of the Union; and the Companies further agree to remit the amount of the dues so deducted at the end of each month in which such deductions are made and this, to the secretariat of the Union.

The Companies agree to deduct from the first pay of any new employee, whether he is a member of the Union or not, the amount of the initiation fee in the Union and to remit the same to the Union at the end of the month in which such deduction is made or, if the said employee is not retained in the Companies' employment until the end of the said month, to remit the same to the said employee.

The Union agrees not to increase, change or modify its initiation fee concerning any new employee without the Companies' consent when said new employee is not a member of the Union.

4.01 • The Union agrees to accept into membership any future employees of the Companies within thirty days from the date of hiring.

5.00 • *Vacations with Pay*—"The provisions of the federal Annual Vacations Act (6 E1. II c. 24) shall apply, except that for an employee with 10 or more completed years of employment with the Companies, the vacation pay shall be in an amount equal to 6 per cent of wages of such employee and the period of vacation shall be three weeks."

5.01 • In the event that a statutory holiday, as hereinafter defined and set out, falls within an employee's vacation period, the provisions of Section 4 (4) of the Annual Vacations Act shall apply.

5.02 • For the purposes of the application of the above provision, relating to vacation with pay, employment with one Company shall be deemed to include employment with the other Company.

5.03 • For the purpose of computing the period for which these vacations are earned, said period will be from the 1st of May to the 30th of April of each year.

6.00 • *Health and Welfare*—The parties agree to continue in force the Great West Life Insurance Plan presently in force and on the same basis as hereinbefore in effect as to contributions.

6.01 • The contributions of the Companies and the employees to the Great West Life Insurance Plan shall be administered by a joint committee composed of three representatives of the Companies and three representatives of the Union. The contribution of each party shall be deposited in a district joint bank account in the Caisse Populaire.

6.02 • The Companies agree to continue at their own expense the additional benefits contained in Clause 7.03 of the collective agreement previously in force between the parties and dated December 23, 1960, wherein actual sickness and accident insurance provisions were added to the aforesaid Great West Life Insurance Plan.

7.00 • *Leave of absence*—An employee is entitled to three days leave of absence with pay in the event of his marriage.

7.01 • An employee is entitled to three days leave of absence with pay in the event of the death of his father, mother, brother, sister, wife or child.

7.02 • The Companies may request proof of the facts giving rise to the application for leave under Article 7.00 or 7.01.

7.03 • No more than five employees, at any given time, shall be entitled to time off without pay for the purposes of attending to any specific activity of the Union; provided that advance notice of not less than 48 hours shall be given to the employing Company and provided further that such notice shall not be required for the purposes of grievance procedures.

7.04 • Reasonable leave of absence without pay may be granted to an employee provided that notice of such leave of absence shall be given to the Union forthwith. Such leave of absence shall not exceed three months, except in the case of disability or extenuating circumstances.

8.00 • *Work Week*—The ordinary work week shall consist of not more than six working days of not more than 54 hours and an ordinary day shall not be for less than nine hours nor more than 10 hours, after which work-time, overtime at time and a half shall apply and be paid.

9.00 • *Statutory Holidays*—The following days shall be considered statutory holidays for the purposes of this agreement:

New Year's Day

Good Friday in 1964

Labour Day in 1963 and 1964

Christmas Day

9.01 • Employees shall, where possible, be given leave of absence with pay on the aforementioned statutory holidays.

9.02 • Each employee who is required to work on a statutory holiday shall, in addition to his regular pay, receive an

extra day's pay for such work: (a) at regular hourly rates if the said statutory holiday is part of his regular work week, and (b) at the rate of time and one-half if the said statutory holiday is not part of the employee's regular work week.

10.00 • Discipline—The Companies shall have the right to make any reasonable rules and regulations not inconsistent with or contrary to the laws in force from time to time or the present agreement as at present or as amended from time to time, but the Companies shall not have the right to discipline any employee except in conformity with such valid regulations.

10.01 • Any such rules or regulations shall not come into force, however, until three days after a duly certified copy shall have been remitted to the Union's President or record or [the] constitutional alternate, and a similar copy shall have been posted both in the drivers' room and at the garage.

10.02 • The infractions of any such rule may give rise to such disciplinary measures as are provided thereby, subject under pain of nullity to the following procedures:

(a) The affected Company shall forthwith notify in writing the employee and the Union's President or its constitutional alternate, of the name of the employee involved, the particulars of the alleged violation, and of the penalty it proposes to apply.

(b) Any penalty shall be served without delay, subject to the following paragraph.

(c) The validity or reasonableness of any such penalty and of the regulations by which it is provided may be made the subject of a grievance at the discretion of either the Union or the affected employee.

10.03 • A Company official must identify himself and show his authority before giving employees instruction.

10.04 • In applying penalties for infractions of the Companies' rules, the Companies and Union agree to adopt the following procedure, to the extent provided in such rules:

(a) Personal reprimand by the Companies' manager or by one of its representatives when the situation requires.

(b) Suspension from work, without pay, for a period of one to three days in the case of a second offence, provided that this second offence happens within a period of 12 months from the date of the first offence, otherwise the offence will be considered as a first offence.

(c) Dismissal from the Companies' service, for a third offence, provided that such third offence happens within a period of 12 months from the date of the second offence, otherwise such offence will be considered as a first offence.

11.00 • Seniority—No employee shall be entitled to seniority until he has completed three months of continuous service with the Companies, after which date his seniority shall date back to the date of his first hiring.

11.01 • Employees hired on the same day shall have seniority established for them in the order in which they complete their training period.

11.02 • Seniority shall be established on a department basis, and a seniority list for each department will be prepared and posted by the Companies as soon as possible after coming into force of this agreement, and the seniority list shall be revised and posted every six months thereafter.

11.03 • An employee loses his seniority if he:

(a) voluntarily quits the employ of the Companies;

(b) is justifiably discharged;

(c) is laid off for more than a period of 12 months;

(d) fails, to report for work within seven calendar days after being notified by registered mail at his last known address to return to work following a layoff, or fails to advise the Company within the said seven days of his intention to return to work.

11.04 • An employee does not lose his seniority while he is on leave of absence granted in accordance with the provisions of Article 7, provided that such leave does not exceed 12 months.

11.05 • Layoffs shall be on the basis of seniority in the department, and recalls in a department shall be on the basis of last off-first recalled, provided the employee has not been laid off for more than 12 consecutive months.

12.00 • Promotions—Promotions shall be made in the order of seniority, providing that the employee has the qualifications and ability for such new position. Employees promoted to new positions shall have a 30-day trial period in which to qualify for such position.

12.01 • No employee shall be compelled to accept a promotion and shall not be disciplined or discriminated against by virtue of his refusal to accept a promotion.

13.00 • Notice Board—The Companies shall maintain one notice board in the drivers' room and another at the garage, and the Union may post any Union notice pertaining to its business on the said boards at any time at its discretion. No Company notice shall be posted on the said Union notice board. The notice board shall be under the jurisdiction of the Union and shall not be interfered with in any way by the Companies.

14.00 • Grievance Procedure—Any complaint, difference or dispute in respect of any matter arising but of this contract or the relations between the Companies and

the Union or the employees, shall be dealt with and governed by the provisions of this article.

14.01 • Any grievance by the Companies, or the Union or an employee, shall be reduced to writing on a form supplied by the Union and shall be taken up in the following manner:

Step 1—By a conference between the shop steward and the supervisor or foreman (whoever is the superior of the particular employee), and such supervisor or foreman shall give his written decision to the shop steward within the next two working days.

Step 2—If the matter is not settled between the parties, the person aggrieved may submit the case in writing within 15 days to the general manager, and if the matter is not settled within seven days thereafter, the grievance may be submitted to arbitration in accordance with the following arbitration provisions.

15.00 • Arbitration—The board of arbitration shall consist of three arbitrators, one appointed by the Union, one appointed by the Companies, and the third to be appointed by agreement between the two aforesaid nominees or, failing agreement, by the Minister of Labour of Canada. The Union's and Companies' nominees shall be appointed within five days from the date of notice of arbitration, and the nominees shall have 15 days within which to attempt to agree on the name of the arbitrator [chairman]. If after the expiration of the said 15 days, the nominees have failed to agree as to the chairman, either party may apply to the Minister for the appointment of the chairman of the arbitration board.

15.01 • The board of arbitration shall as soon as possible meet and determine the matters in issue submitted to it, and a majority decision of the board shall be binding upon both parties.

15.02 • No person may act as an arbitrator who has been an agent, attorney or solicitor for the Union or the Companies during the three months preceding the date of the nomination.

15.03 • The parties shall bear the expense of their own nominee to the board, and shall jointly and equally bear the expense of the chairman, if any.

15.04 • The board of arbitration shall not make any decisions inconsistent with this agreement and, in dealing with a matter in dispute, shall have the right to require the reinstatement of any employee suspended or discharged, and to order an amount of pay or compensation in lieu of pay to be paid to such employee, and:

To order the employee to be reinstated, within three days of the service of the board's ordinance to that effect, with all his rights and privileges, and pay him, as an indemnity, the equivalent of the salary and other advantages

of which he was deprived by such dismissal or suspension, and the employer shall be bound to comply with the board's ordinance to that effect.

If the employee has worked elsewhere during the period of his dismissal or of his suspension, the salary that he so earned shall be deducted from such indemnity.

The board may also decide, concerning the salary and other advantages, all other measures judged appropriate.

16.00 • Rates of Pay—The wage scale applicable for the term of this agreement shall be an increase for all classifications of \$0.05 and \$0.07 for Hull Metropolitan Transport Limited and of \$0.06 and \$0.09 for Hull City Transport Limited. The \$0.05 and \$0.06 increase [to be] for the first year, and the \$0.07 and \$0.09 [increase] for the second year.

17.00 • Uniforms—The Companies will supply or make available to all drivers one uniform cap with winter band, one uniform jacket, two pairs of uniform trousers, four shirts and two ties.

17.01 • The cap with winter band, four shirts and two ties, shall be provided to each employee by the Companies once every year at the expense of the Companies.

17.02 • New employees shall be required to pay, at their own expense, for the balance of the uniform, this being the jacket and trousers.

17.03 • Uniforms shall be replaced every 18 months.

17.04 • The Companies shall pay the full cost after five years.

18.00 • Runs and Selections—As nearly as possible, all runs shall be continuous.

18.01 • Where it is necessary to divide working days into two pieces, such two pieces shall be within a period of 12 hours in one day, and where there are three-piece runs, they shall be within 13-hour periods.

18.02 • The value of all schedules runs shall not be less than seven hours and not more than 10 hours.

18.03 • Bookings for all runs shall be made every four months.

18.04 • Run-selection sheets will be posted at least seven days before the commencement of the selections, and selections shall be completed within the next seven days. The coming into force of said booking shall be seven days after the completion of the choice.

18.05 • A driver who has signed for a run shall keep it for the booking period of four months. If it becomes necessary to cancel it or to shorten it to a period less than seven hours, the Companies shall offer the driver a similar run of the same category of work for a similar number of hours, and in default, the driver shall become a spare according to his seniority.

18.06 • Regular runs that become open for more than seven days, through resignations, dismissals, leave of absence or extended illness, will be filled by the senior spare driver who could not book a regular run at the regular booking. In case of illness, the driver so replaced shall be entitled to take back his booking when his illness is ended.

18.07 • The first five senior men shall be entitled to book as spare drivers, but if they elect to be such spares, they may not take over a regular run under Article 18.06, but such regular runs shall be filled by the next junior people.

18.08 • On any call-out of a driver or compulsory attendance of spares, [such drivers] will be paid for a minimum of two hours work.

18.09 • Employees finishing regular runs before 9:00 p.m. may be required to report for work for the period from 5:00 a.m. to 10:00 a.m. An employee who finishes work between 9:00 p.m. and 12:00 p.m. may not be required to report for work before 10:00 a.m. Employees finishing work after midnight may not be called out before 3:00 p.m.

18.10 • Inspectors may not check a driver's cash in a public place, but only in a private place or at the Companies' office.

18.11 • Regular employees shall report five minutes before the commencement of their regular bookings. Failing to do so, an employee may lose his run for the day.

If such a regular employee has so lost his regular run and if that run starts before 8:00 a.m., he shall report at 10:00 a.m. for booking for the balance of the day, and he shall remain at the disposal of the Companies for the balance of the day. However, if before 10:00 a.m. the dispatcher elects to call said driver as a replacement on another run, the driver shall be required to report for duty when called.

19.00 • *Case of Dismissal*—Being impaired during working hours, habitually reporting late, theft, damage of Company property due to carelessness, drinking alcoholic beverages in the bus, accidents due to negligence, incivility to passengers, drinking in uniform in public places, transporting people for less than the regular fare, taking off without permission or without notice, or being short in cash lent by the Companies, shall be subject to instant dismissal. These grounds are not limiting.

19.01 • In the case of a serious offence at work, other than [any of] those set forth in Clause 19.00, and which would seriously affect the discipline of the employees, the Companies will be able to summarily deal with the employee and even dismiss him.

20.00 • *Garage Employees*—The Companies will supply each garage employee, free of charge, with two pairs of pants and two shirts or two pairs of winter coveralls, according to the type of work. The Companies will pay for cleaning of the same.

20.01 • The normal working week will be 48 hours divided in six days of eight hours each. Time and one half shall be paid for all overtime work.

21.00 • *Duration of the Agreement*—This agreement shall be in effect for a period of two years from the date of the signature of the agreement.

(Sgd.) Mario Du Mesnil,
Chairman

(Sgd.) Robert Bouchard,
Member (Dissenting)

(Sgd.) C. N. Beauchamp,
Member.

Montreal, Que., July 9, 1963.

(Translation)

Minority Report

The Union nominee, while in agreement with several of the collective agreement provisions recommended by the Chairman of your Conciliation Board, must report that he does not concur on all monetary provisions, generally.

The Union, having made many concessions during direct bargaining and conciliation proceedings, stated its final position before the Board as follows:

Wages

1. Hull Metropolitan Transport Limited

Drivers:

From August 1, 1962 to July 31, 1963	\$1.69
From August 1, 1963 to July 31, 1964	\$1.75

Maintenance:

Motor mechanic	\$2.35
Motor mechanic helper	\$1.90
Serviceman	\$1.75

2. Hull City Transport Limited

Drivers:

From August 1, 1962 to July 31, 1963	\$1.69
From August 1, 1963 to July 31, 1964	\$1.75

Maintenance:

Motor mechanic	\$2.35
Motor mechanic helper	\$1.90
Serviceman	\$1.75

The Union nominee cannot recommend increases lower than the above, for the following reasons.

Public transportation is a public service and, as such, must meet certain standards of efficiency and safety for the travelling public. These standards are partly regulated by government orders and form a part of operating costs.

The owner, private or public, must comply with these minimum standards, otherwise his operating permit is withdrawn.

In this instance, public conveyance in the Hull area is in the hands of a private undertaking. There is nothing in the evidence to show that it is not giving an adequate service. Operating costs would not seem to be so high as to place on its profit-earning capacity a burden such that profits would be impossible.

Now then, the Union has established, with supporting documents, that the wages paid by the Hull company are shamefully lower than those granted by public transportation operators in several other cities, such as Brantford, Cornwall, Fort William, Belleville, Galt, Guelph, Hamilton, Kingston, Kitchener, London, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Sudbury, Toronto and Montreal.

In the twin city of Ottawa, bus drivers earn \$2.07 an hour, as compared with \$1.50 and \$1.60 an hour in Hull and district.

According to the federal Bureau of Statistics, the average hourly earnings in the public transportation industry in Canada in 1962 were \$1.98.

Since there is no special government regulation governing wages and working conditions in this industry, and since no documentary contestation has been made by the company nominee, these data must therefore serve as a guide to the Conciliation Board, which is expressly ordered, under the authority vested in it, to set wage standards.

In fact, there is but one specific regulation in the public transportation industry, and it is that which is provided in collective agreements in other cities.

I therefore feel, in all equity and good faith, that the wages paid by the Hull City Transport Limited and the Hull Metropolitan Transport Limited are below the standards and should be at least comparable to those received by employees who do the same kind of work in other comparable cities where collective agreements have been signed and, above all, comparable to those paid in the city of Ottawa. It is a matter of justice.

This being my stand on the wages that should be paid to the Hull public transportation employees I must, perforce, decree a substantial increase in operating costs.

Higher operating costs could result in checking the profits of the two companies concerned. If that were the only effect of fair and reasonable wages, the companies should be satisfied to operate without profit, otherwise we would find ourselves in the situation where the employee, by accepting wages lower than fair and reasonable standards, subsidizes the undertaking and

the owner's profits, which is an unfair, illogical and inefficacious solution.

Profits come first and wages second in private undertakings. This has resulted in a deplorable situation in Hull, where poorly paid people must work exceedingly long hours in order to make both ends meet.

Consequently, if the Hull City Transport and the Hull Metropolitan Transport companies cannot meet their fixed costs and the costs of fair and reasonable wages based on the above-mentioned standards, even by increasing their fares, then their operating permits should be withdrawn.

Since public transportation is an essential public service, it would then be up to the public authorities to intervene. The municipality can no longer put up with private companies' continuing to make profits at the expense of a great number of ill-paid family heads. It must intervene and think up such solutions as are likely to regularize the working conditions of public transportation employees, and this could even lead to "municipalization."

On the other hand, it would appear from the evidence that working conditions offered by city-owned public transportation systems are better than in private undertakings.

It should be noted that the Union does not, for the time being, demand parity with Ottawa, which proves that it is acting in good faith. It seeks only a fair increase for its members and wage adjustments that will place the drivers of the two companies on an equal footing (there is a 10-cent-an-hour gap to be filled).

Furthermore, it is inconceivable that the two companies should persist in refusing their drivers the eight-hour day and the 48-hour week when the average work week for this industry in 1962 was 44.4 hours. The 60-hour week is a sweating system which must be put to an end.

To reach a full-employment economy, it is imperative that hours of work be reduced. Thus are new jobs created. It is not unreasonable to ask for good wages in return for a fair work week. The companies in this case are therefore under social obligation.

For these various reasons, the Union nominee disagrees with the majority report and upholds the position taken by the Union concerning wages, hours of work, holidays and social benefits.

(Sgd.) Robert Bouchard,
Member.

This 24th day of July 1963.

Read and noted:

(Sgd.) C. N. Beauchamp,
Member.

This 2nd day of August 1963.

Legal Decisions Affecting Labour

Ont. Court of Appeal rules that question of law is outside Labour Relations Board's jurisdiction. B.C. Supreme Court rules on distribution of non-contributory pension fund. Ont. High Court enjoins picketing, rules on status of trade unions

In Ontario, the Court of Appeal upheld a certification order and ruled that the Ontario Labour Relations Board did not have judicial authority to decide a pure question of law, and that the Ontario Food Terminal Board was not a Crown agency and, therefore, as an employer, was subject to the Ontario Labour Relations Act.

In British Columbia, the Supreme Court decided what are the rights of various categories of union members covered by a non-contributory pension plan that was replaced by a new plan, and to what extent the employers may use a surplus of funds accumulated under the original plan to finance a new plan.

In Ontario, the High Court, granting a permanent injunction against picketing, held that picketing in breach of conciliation provisions of the Ontario Labour Relations Act was illegal and held the affected union individuals liable for damages. Also, the Court ruled that, although under the Ontario Labour Relations Act a certified union is a legal entity, the union in question could not be sued in its own name for damages and injunction because of the Ontario Rights of Labour Act. Consequently, the Court granted damages against the individual defendants and enjoined their acts of picketing.

Ontario Court of Appeal . . .

. . . rules Ontario board not a Crown Agency and is subject to Labour Relations Act

On March 12, 1963, Mr. Justice Laidlaw of the Ontario Court of Appeal dismissed an appeal from the decision of the Ontario High Court (L.G., Jan., p. 61) and held that the Ontario Food Terminal Board was not a Crown Agency under its constituent act, nor under the Crown Agency Act, nor under common law principles, and that it was an employer subject to the provisions of the Ontario Labour Relations Act.

Further, the Court held that a pure question of law, such as whether a board created by a statute is a Crown Agency, cannot be determined by the Ontario Labour

Relations Board, but must be determined by a court of competent jurisdiction.

On June 6, 1961, Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers was certified by the Ontario Labour Relations Board as the bargaining agent for a unit of employees of the Ontario Food Terminal Board.

The Labour Relations Board at the time of certification heard counsel from the interested parties, and the Food Board argued that it was a Crown agent by virtue of Section 11 of the Interpretation Act and the provisions of the Crown Agency Act. The Labour Relations Board assumed the judicial power to determine the effect of the Crown Agency Act and the status of the Food Board at common law. It concluded that the Board was not a Crown Agency and, being an employer, was subject to the Labour Relations Act.

The Ontario High Court had dismissed the Food Board's application for a writ of *certiorari* to quash the certification order. The ruling of the High Court had been appealed by the Food Terminal Board.

On appeal, Mr. Justice Laidlaw reflected on the judicial power assumed by the Labour Relations Board when it held that the Food Board was not a Crown Agency. He ruled that the Labour Relations Board had no right to determine that question, since it was a pure question of law that could only be determined by a judge appointed under the provision of Section 96 of the B.N.A. Act. He held that a provincial board, like the Ontario Labour Relations Board, must decide whether it will assume jurisdiction to entertain applications brought before it, but that its jurisdiction is subject to challenge by interested parties in courts of competent jurisdiction.

When a question of jurisdiction or a question of pure law is encountered, proceedings ought to be stayed until a competent court decides the question. Furthermore, he maintained that boards established by provincial legislation must refrain

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

from usurping the functions and powers of those courts whose judges are appointed only by the Governor General under the provisions of the B.N.A. Act.

Mr. Justice Laidlaw noted that Section 79 (1) of the Labour Relations Act was repealed and replaced by the following provision contained in Section 13 of 1961-62 (Ont.), c. 68:

The Board has exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and to determine all questions of facts or law that arise in any matter before it, and the action or decision of the Board thereon is final and conclusive for all purposes.

But he felt that the section had been enacted contrary to established law.

He reviewed the relevant authorities and concluded that the *ratio* in the Privy Council judgment in *Toronto v. York Tp. et al*, [1938] 1 D.L.R. 593, was applicable. The *York Tp.* case held that:

It is primarily an administrative body: so far as legislation has purported to give judicial authority that attempt must fail. It is not validly constituted to receive judicial authority.

Mr. Justice Laidlaw maintained that this jurisdiction could only be exercised by a Superior Court, or a tribunal analogous thereto. The constitutional validity of Section 79 (1), as amended in 1962, was not in issue, but he ruled that the Labour Relations Board did not have judicial authority to decide the question of law it encountered. Moreover, he added, as *obiter*, that the legislature could not give the Labour Relations Board exclusive jurisdiction to determine any question of law that was within the competence and jurisdiction of only a validly constituted court.

The prime issue before the Court of Appeal was whether the Food Board was a Crown Agency. The Food Board argued that it was a Crown Agency, having due regard to the relevant cases, the provisions of the constituent act, the fact that it was controlled by the Crown, the definition of Crown Agency in the Crown Agency Act, and the meaning of Crown Agency at common law.

Mr. Justice Laidlaw contended that it was hard to establish a concrete test to determine whether an entity is a Crown agent. He said many factors were involved, such as the nature of functions performed and for whose benefit they were rendered, the nature and extent of the powers entrusted and the nature and degree of control retained by the Crown.

Mr. Justice Laidlaw referred to the objects of the Food Board and the powers exercisable by the Crown and the Board. He noted that the original Ontario Food Terminal Act enacted in 1946 gave the Minister

discretionary powers to regulate the objects and powers of the Board and to regulate the operation of the terminal.

The Justice believed that the regulatory power vested in the Minister under the provisions of the original Act was a strong indication that the Food Board, as then constituted, was a Crown Agency. When the Act was amended in 1955, the discretionary power of the Minister to make regulations was terminated. The amendment gave the Board the power to make regulations concerning operation of the terminal and any other matters necessary to implement the provisions of the Act.

The amended constituent Act created a public corporation with the powers to operate a public market, and the functions and services the Food Board provided were public or semi-public in nature. Mr. Justice Laidlaw concluded that the Board was a corporation wholly free and independent in the exercise of its powers, and also free from any control by the Crown over its expenditures and finances.

To illustrate the lack of effective Crown control to create a Crown Agency, Mr. Justice Laidlaw referred to several relevant cases and quoted from the decision of Lord Justice Denning in *Tamlin v. Hannaford*, [1950] 1 K.B. 18, at p. 25, as follows:

When Parliament intends that a new corporation should act on behalf of the Crown, it as a rule says so expressly . . . In the absence of any such express provision, the proper inference, in the case, at any rate, of a commercial corporation, is that it acts on its own behalf, even though it is controlled by a government department.

In the above case, there was no act similar to the Crown Agency Act, but Mr. Justice Laidlaw observed that the decision did not conflict with the view that a board may be created by legislation as a Crown Agency without an express statutory declaration. He maintained that in each case all the relevant provisions in the existing, constituent acts must be considered to determine whether or not a board is a Crown agent.

Mr. Justice Laidlaw dealt with the power of the Lieutenant-Governor in Council to appoint the Food Board members, and he referred to several decisions in which it was pointed out that, unless the constituent act makes the administrative acts of the Board acts of the Crown rather than its own acts, there is no Crown Agency. Moreover, there must be a control retained by a Minister or the Lieutenant-Governor in Council to veto the acts of the Board before the Board can be considered a Crown agent.

With regard to the annual financial statement to the Minister of Agriculture, Mr. Justice Laidlaw held that it was only for the purpose of providing information to the Legislature and not in order that certain expenditures may be refused. This requirement was not intended to create any control by the Crown over the Board.

The Food Board argued that the *Halifax v. Halifax Harbour Com'rs*, [1935] 1 D.L.R. 657, case was applicable. Mr. Justice Laidlaw held that the case could be distinguished on the ground that the degree of control retained by the Crown was much greater than the case at bar. The court in that case held that the Harbour Commissioners were "subject at every turn in executing those powers to the control of the Governor representing His Majesty and acting on the advice of His Majesty's Privy Council for Canada, or of the Minister of Marine and Fisheries."

Mr. Justice Laidlaw referred to *Metropolitan Meat Industry Bd. v. Sheedy et al.* [1927] A.C. 899, and maintained that the fact situations were analogous to those of the case at bar. The Board, in that case, had discretionary powers over which the Crown had retained certain rights to interfere. However, the constituent act gave the Board wide powers to exercise at its own discretion without consulting Crown representatives. The Court then ruled that the Board did not operate in the service of the Crown.

Following the ratio of the *Meat Industry* case, Mr. Justice Laidlaw concluded that the Food Terminal Board was not a Crown Agency and all the "acts done by it carrying out the objects for which it was constituted and incorporated by the statute are its own acts as distinguished from acts of or for the Crown." Since the Board was not a Crown agent, he ruled that it was an employer and therefore subject to the terms of the Labour Relations Act.

The Court of Appeal dismissed the appeal. *Regina v. Ontario Labour Relations Board, ex parte Ontario Food Terminal Board*, (1963), 38 D.L.R. (2d), p. 530.

British Columbia Supreme Court determines union members' rights in funds of non-contributory pension plan

On January 10, 1963, Mr. Justice Brown of the British Columbia Supreme Court ruled on the rights of union members in the funds of a non-contributory employee pension plan that was later superseded by another plan, and on the rights of employers to use the surplus of the existing fund to help finance a new plan.

On April 1, 1953, the Shipping Federation of British Columbia implemented a pension plan covering certain longshoremen. The union did not exist in its present form until 1956, although the members of its predecessor were the beneficiaries under the plan. Only the Federation contributed to the plan.

The Canada Trust Company was appointed by the Federation as the fund trustee. When made a party to this dispute, the trust company contended that the proceedings against it initiated by the union members were barred by Section 15 of the trust agreement, which stated: "No person other than the Federation may require an accounting or bring an action against the Trustee with respect to the said Plan or the Fund and/or its actions as Trustee."

Moreover, the trust company maintained that the person for whose benefit the trust was created (*cestuis que trust*) must take the burden with the benefits and cannot repudiate the conditions on which the trustee accepted the trust.

Mr. Justice Brown dismissed the trust company's arguments and ruled that to allow such a contention "would be to oust the jurisdiction of the courts entirely." He went on to quote from 9 Hals., 3rd ed., p. 352, Para. 825: "An agreement purporting to oust the jurisdiction of the courts entirely is illegal and void on the grounds of public policy."

The dispute arose as the result of a month-long strike by the union members in August 1958. The principal complaint was the inadequacy of the pensions.

In the settlement, the Federation agreed to pay into the pension fund a sum equal to 16 cents for every man-hour worked. The new plan would pay higher benefits but was to last only 10 years, whereas the 1953 plan was to continue indefinitely.

On March 10, 1959, an actuary's valuation placed the 1953 fund at \$2,134,120, from which a sum of \$479,600 had to be set aside for those union members who had retired under that plan. The Federation maintained that the settlement permitted the use of the balance of \$1,654,520 to finance the new plan. The pensioners under the 1953 plan and the union members disagreed with this contention, and maintained that under the provisions of the 1953 plan, the balance of the fund was theirs.

The Federation claimed that it had always intended to use the balance to finance the new plan and "would not have consented to the 1958 settlement otherwise." The union contended that its negotiators would not have accepted the strike settle-

ment if they had known the Federation intended to use the balance to finance the new plan.

When the plan commenced, the Federation persuaded the trustee to pay sums, at the rate of 16 cents a man-hour, from the 1953 balance into the new fund. The balance would constitute about one half of the funds of the new plan and the Federation would contribute the remainder.

The Federation and the union each sought to justify their claims on the construction of Section 21 of the 1953 plan. The Federation maintained that the right to act as it did was found in a Paragraph 1 of Section 21, where it was stated:

... It is expected that the plan will be continued indefinitely, but the Shipping Federation reserves the right to suspend, discontinue, change and modify the plan in any way it may consider necessary or desirable should future conditions or events in the judgment of the Shipping Federation warrant any such action.

The union contended that the 1953 plan was discontinued and that the fund must be disposed of in accordance with Paragraph 2 of Section 21, which reads as follows:

If the plan is discontinued, no further payments into the pension trust fund shall be made and the Pension Trust Fund shall be disposed of or utilized by the Joint Pension Administrative Committee for the benefit of retired union members eligible to participate in the Plan and for the benefit of Union members in such manner as the Joint Pension Administrative Committee shall at the time of the discontinuance in their absolute discretion determine as being equitable; provided however that if at the time of the discontinuance of the plan, after providing for the payment of all pensions payable under this plan, there shall be a surplus which has arisen by reason of actuarial error, such surplus shall be returned to the Shipping Federation to be used by it for its own benefit or for the benefit of the members of the Shipping Federation as may be determined by the Shipping Federation.

The union argued that, since the plan was discontinued, the Joint Pension Administrative Committee should be allowed to exercise its absolute discretion for the benefit of the union members and the retired union members eligible to participate in the plan.

Mr. Justice Brown noted that the action was brought on behalf of: the union members pensioned off under the 1953 plan; the union members of the Joint Administrative Committee, which was purportedly disbanded by the Federation's unilateral action; and the union members as a whole.

Mr. Justice Brown could not understand the claim of those union members who had been pensioned off under the 1953 scheme, since their benefits were being paid and a sum had been set aside which would cover the men actuarially till death. Indeed, he

discovered that there would be a surplus in that fund.

It was contended for the pensioned union members that they were entitled to a share of the excess of funds according to the provisions of Section 21. Mr. Justice Brown dealt with this contention and ruled that Section 21 merely required the setting up of a trust fund to ensure that the pension would be paid, and as such trust was operating, the claim of the pensioned union members had to be dismissed.

The Federation objected to the claims of other union members on the ground that the new plan was a change or modification of the 1953 pension plan contemplated in Paragraph 1 of Section 21. Further, the Federation maintained that the word "discontinue" used in Paragraph 2 of Section 21 meant absolute stoppage and since there was not an absolute stoppage, then the provisions of Paragraph 1 applied.

The 1953 plan was registered with the Department of National Revenue. The Federation maintained that the registration was only to save taxation on the funds accumulated. The union contended that one of the questions and answers in the registration application favoured their interpretation of Paragraph 2 of Section 21. The question reads as follows:

15. Discontinuance of Plan: State provisions made in the event of discontinuance of plan *in whole or in part* or in the event of bankruptcy, liquidation or winding up of employer.

Answer: "Pension Trust Fund will be utilized by the Joint Pension Administrative Committee equitably for the benefit of eligible retired union members, and eligible active union members."

The union raised the point on partial discontinuance and contended that the answer to question No. 15 precluded the Federation from saying that the word "discontinuance" in Paragraph 2 of Section 21 meant absolute stoppage. It was argued that the Federation had admitted that the same result would follow whether the discontinuance was in whole or in part.

Mr. Justice Brown was not certain that an inadvertent statement to a third party, not involved in the proceedings, would bind the Federation as against the union. However, he felt that it should not be overlooked entirely when attempting to determine the meaning of Section 21.

The Federation established by cross-examination that it had, when the 1953 plan was being formulated, consistently refused to give the union details of the financing of the plan. Mr. Justice Brown concluded the Federation was trying to show that it had always controlled the funds in attempted secrecy in reliance on its rights under Paragraph 1 of Section 21.

Moreover, Mr. Justice Brown agreed with the contention of the Federation that union negotiators had the power to agree to the new plan, the power given to them by the union members, and that the members could not afterwards complain about the alteration. This argument, he felt, was valid but only in so far as it applied to the union members who did not lose their whole equity by the modification in the pension plan.

The union argued that it had reason to believe that its total gain on the strike settlement was 48 or 49 cents an hour, and that 16 cents of this sum was to be paid by the Federation for pensions. The union said it was intimated that the Federation would pay the whole 48 or 49 cents. Mr. Justice Brown ruled that an intimation was not strong enough to show that that was what was meant in the settlement, especially when there was no proof that the Federation had given its negotiator the authority to make an acceptance on that basis.

The Federation maintained it had always intended to use the surplus money of the 1953 fund to finance the new plan. Mr. Justice Brown held that the curious wording of the pension clause in the terms of the strike settlement "the Federation will direct to be paid into a pension fund" could hardly have escaped the notice of the union negotiators, and that in order to conclude the long negotiations, both parties refrained from mentioning the disposition of the 1953 fund. The union's silence, he held, could only mean that the union intended to determine the question by subsequent litigation.

The Federation maintained that a trust was established by the 1953 plan and still existed, except that the beneficiaries were changed by the agreement of the union. The union argued a trust cannot be changed unless the beneficiaries are aware of the full facts.

Mr. Justice Brown agreed that all the union members had an interest in the 1953 fund at the time of the strike settlement and at the end of 1958. He attempted to determine which union members would be deprived of their interest if the Federation used the fund as it desired.

The evidence did not show a contemplation that the union members pensioned off under the 1953 plan were to get a "wind-fall of unexpected money."

Mr. Justice Brown held that the union members who could have retired under the 1953 plan but who retired under the improved benefits of the new plan were not deprived of their trust rights. Moreover, he

held that those union members who were 55 years of age or over at the end of 1958 would also gain under the new plan, since they would retire during its 10-year duration. They had no claim in the action as their 1953 trust was more than honoured.

The remaining active union members had an interest in the 1953 plan, but could not have any possible interest in the new plan, unless they were retired before the age of 65 by reason of industrial accident and "the number to be so retired is incalculable and is likely to be very small."

In considering the above four classes in the light of the provisions of Section 21, Mr. Justice Brown ruled that the pensioner plaintiffs "do not come under the provisions of either the first or second paragraph, as there is no alteration or discontinuance in so far as they are concerned"; those union members who retired under the new plan but who could have retired under the 1953 plan come under Paragraph 1 and their pensions have been changed to their own advantage; the union members who were 55 years of age or older at the end of 1958 come under Paragraph 1 and the change has been to their advantage; the pension plan of the remaining union members had been discontinued and they acquired rights under Paragraph 2.

Mr. Justice Brown held that the 1953 plan was discontinued in part, but the partial discontinuance was a complete discontinuance with regard to those union members under the age of 55 at the end of 1958. Furthermore, he held that determining the interest of the latter class in the 1953 fund would be difficult, but that it was the duty of the Court to try to do so.

Mr. Justice Brown settled on the actuarial figures given to him and on this basis he found that the 1953 fund (less the amount to secure the pensioners and a proportionate division to take care of those over age 55) was impressed with a trust in favour of the union members under the age of 55 at December 31, 1958 in the amount of \$506,110, and ordered that the Joint Pension Administrative Committee be reconvened to deal with this fund.

It was ordered that the Federation would have the use of all the funds of the 1953 plan for the new plan, with the exception of the \$506,110 share and its increment and the \$479,600 set aside to pay the 1953 pensions. The trustee was ordered to pay the \$506,110 and its increment to the Joint Pension Administrative Committee. *Jones et al. v. Shipping Federation of British Columbia et al.* (1963), 37 D.L.R. (2d), p. 273.

Ontario High Court . . .

. . . rules trade union a juridical entity under the Ontario Labour Relations Act

On April 8, 1963, Mr. Justice Spence of the Ontario High Court, in an action against the Hotel and Restaurant Employees' and Bartenders' International Union and individual defendants, confirmed an interlocutory injunction against picketing previously granted by Mr. Justice Landreville of the same Court (L.G., May, p. 402) and ruled that picketing in contravention of conciliation proceedings as prescribed by the Ontario Labour Relations Act did constitute a nuisance and was illegal despite the fact that there was no disorder or any breach of the peace.

Further, the Court held that although at common law an unincorporated trade union cannot sue or be sued in its own name, not being an entity known to the law, the effect of the Ontario Labour Relations Act is to make a union certified thereunder a juristic person that can sue and be sued in its own name. In view of Section 3 (2) of the Ontario Rights of Labour Act, however, such a union cannot be made a party to a tort action for damages and an injunction arising out of unlawful picketing.

Consequently, the Court enjoined the individual union officer and union members and employees appearing as defendants from displaying placards and notices at or near the plaintiffs' premises, and the Court granted damages against the individual defendants only.

The Hotel and Restaurant Employees' and Bartenders' International Union was certified as the bargaining agent for the employees of two hotels in Sturgeon Falls. The collective bargaining with a view to conclusion of a collective agreement was not successful and, before exhausting conciliation proceedings as prescribed by the Ontario Labour Relations Act, the union started picketing. Mr. Justice Landreville granted an interlocutory injunction against picketing on the ground that picketing in breach of the provisions of the Act constituted a tortious nuisance and was causing damages to the hotel business.

Following the granting of the interlocutory injunction, the hotels concerned brought an action for permanent injunction and damages against the union and individual persons for unlawful picketing, inducing breach of contract, and breach of the Ontario Labour Relations Act.

At the opening of the trial before Mr. Justice Spence, counsel for the individual defendants moved for an order amending the style of cause by striking out the words "the Hotel and Restaurant Employees' and

Bartenders' International Union, C.L.C., A.F. of L., C.I.O.," on the ground that there is no such entity known to the law of Ontario for purpose of suit. Later this motion was modified and counsel merely asked for an order that the trade union could not be sued in its own name.

Dealing first with the issue whether a trade union could be sued in its own name, Mr. Justice Spence stated that it had been established that apart from a special statutory provision, a trade union, being neither a person, nor a partnership, nor a corporation, could not sue or be sued in its own name.

This conclusion was reached in earlier decisions and by Mr. Justice Barlow in *Can. Seamen's Union v. Canada Labour Relations Board and Branch Lines Ltd.* (L.G. 1951, p. 697), and was stated, although incidentally (*obiter*), by Mr. Justice Rand in the Supreme Court of Canada in *Orchard et al. v. Tunney* (L.G. 1957, p. 1214).

That a trade union may, by the provisions of a statute, acquire a juridical personality, and may sue and be sued in its own name, was demonstrated in *Taff Vale R. Co. v. Amalgamated Soc. of Railway Servants*, (1901) A.C. 426. There Mr. Justice Farwell said, and his reasons were adopted in the House of Lords:

Now, the Legislature in giving a trade union the capacity to own property and the capacity to act by agents has, without incorporating it, given it two of the essential qualities of a corporation—essential, I mean in respect of liability for tort, for a corporation can only act by its agents, and can only be made to pay by means of its property.

The *Taff Vale* case dealt with a trade union that was registered under the provisions of the British Trade Union Acts of 1871 and 1876.

In Canada, Mr. Justice Spence continued, there are two examples of a provincial statute's—the British Columbia Industrial Conciliation and Arbitration Act—being held to have the same effect of creating a juristic person who could be a party to an action in its own name. The decisions to this effect were: *Re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union, Local No. 1* (L.G. 1947, p. 1500), and *Vancouver Machinery Depot Ltd. et al. v. United Steelworkers of America et al.* (1948) 4, D.L.R. 518.

The Court of Appeal in British Columbia held in both of these cases that the provisions of the statute had resulted in the creation of a juridical personality that could sue and be sued. Mr. Justice Spence added that in the case at bar it was admitted by counsel that the British Columbia statute

and the Ontario Labour Relations Act are the same in this matter (*in pari materia*).

The matter of legal status of trade unions next came before the Supreme Court of Canada in *International Brotherhood of Teamsters, Local No. 213 v. Therien* (L.G. 1960, p. 276). That was an action in which an independent contractor sued a union for damages caused him by the alleged improper and illegal actions of the union in notifying the company with which he was carrying out a contract that the union would strike if the company continued to deal with the plaintiff, in this way preventing him from continuing to work for that company. The Supreme Court of Canada unanimously dismissed an appeal from the Court of Appeal of British Columbia, which had affirmed a judgment of Mr. Justice Clyne in favour of the plaintiff. In this connection Mr. Justice Locke stated:

Were it not for the provision of the Trade-unions Act and the Labour Relations Act, if the union was simply an unincorporated association of workmen, it would not, in my opinion, be an entity which might be sued by name, and what was said by Duff J. and Anglin J. (with whom Brodeur J. agreed) in *Local Union v. Williams* above referred to would apply. Such an unincorporated body not being an entity known to the law would be incapable of entering into a contract: (*Canada Morning News Co. v. Thompson*, (1930), 3 DLR 833, SCR, 338).

The Supreme Court held that the provisions of the British Columbia Labour Relations Act were in effect indistinguishable from the provisions of the earlier Industrial Conciliation and Arbitration Act considered by the Court of Appeal in *Re Patterson and Nanaimo Dry Cleaning and Laundry Workers*, mentioned above, and that such provisions did constitute the International Brotherhood of Teamsters as a juridical person who could be sued. The Court also considered Section 2 of the Trade-unions Act, holding that under the circumstances in that particular case the section was no bar to the action.

Mr. Justice Spence concluded that a labour union certified under the provisions of the Ontario Labour Relations Act is a juristic person and can sue or be sued, subject, however to the provisions of the Ontario Rights of Labour Act, and particularly Section 3 (2), which provides:

S. 3 (2) A trade union shall not be made a party to any action in any court unless it may be so made a party irrespective of any of the provisions of this Act or of the Labour Relations Act.

Counsel for the union submitted in the case at bar that the provisions of the said Section 3 (2) of the Rights of Labour Act made inapplicable in Ontario the three decisions referred to above.

Considering the effect of the Rights of Labour Act on the status of trade unions in Ontario, Mr. Justice Spence noted that Section 3 (2) of the Act has been referred to in only three decisions in Ontario, none of them of material assistance to the situation at bar.

In *Re International Nickel Co. of Canada, Ltd.; Shedden v. Kopinak* (L.G. 1950, p. 223), the union was not a party in the case but it was the company that applied for directions under Section 59 of the Trustee Act. Mr. Justice Gale in his ruling followed the two British Columbia cases (*Re Patterson* and *Vancouver Machinery Depot*) and found that a labour union had, by virtue of the legislation in Ontario which was *in pari materia* with that in British Columbia, a statutory identity and was a legal entity separate and apart from the individual members who compose it. In this respect Mr. Justice Gale said:

The quality of being able to sue or to be sued is only one of the ingredients mentioned by the Court in those cases as indicating the creation of this new juridical person. Those judgments make it abundantly clear that, because of other features implicit in the legislation, unions have acquired a statutory existence hitherto not recognized in law except in England, where registered trade unions are acknowledged. The Court there intended to confirm the new status of local unions because of several new attributes, including the right to sue and be sued, now granted by statute, and merely because our authorities have eliminated the capacity to sue and be sued it does not follow that this new creature must be repudiated.

In *Bimson v. Johnston et al.* (L.G. 1958, p. 73), Mr. Justice Thompson of the Ontario High Court was considering an action by a plaintiff for damages for expulsion from a trade union of which he had been a member. The defendants were sued as representing the Federated Association of Letter Carriers of Canada. With reference to the Rights of Labour Act the trial judge said:

Although not raised at trial, the question of the application of S.-s. (2) of S. 3 of the Rights of Labour Act, R.S.O. 1950, c. 341, has given me some anxious concern . . . I have concluded, after due reflection, that this provision has no application to such a case as the present, which is in essence an action by one member of a Union against all the individual members thereof, except himself, concerning contractual rights *inter se* and not against the Union *per se* . . .

In *Re Polymer Corp. and Oil, Chemical and Atomic Workers' International Union, Local 16-14* (L.G. 1961, p. 379), Chief Justice McRuer was dealing with an application by way of *certiorari* to quash a labour arbitration award. With reference to the Rights of Labour Act, he said:

It was argued that it is doubtful if a trade union is a suable entity in a court of law,

particularly in view of the Rights of Labour Act, R.S.O. 1950, c. 341. I cannot find that the Rights of Labour Act has any application to this case. Section 3 s-s. (2) and (3) are the only provisions of the Act on which any argument could be based . . . It is not sought to make the union "a party to any action in any court" nor is the collective agreement made "the subject of any action in any court."

In the case at bar, counsel for the employers argued that the prohibition in Section 3 (2) of the Rights of Labour Act applies only to making a *trade union* a party, and "trade union" is defined in Section 1 (b) of the same Act as:

1 (b) "Trade union" means a combination, whether temporary or permanent, having among its objects the regulating of relations between employees and employers or between employees and employees or between employers and employers.

Although the statute which, according to the argument of the defendant, alone gives corporate entity to the union in question, the Labour Relations Act defines "trade union" in Section 1 (1) (j) as follows:

1 (1) (j) "Trade union" means an organization of employees formed for purposes that include the regulation of relations between employees and employers and includes a provincial, national or international trade union.

Mr. Justice Spence was of the opinion that Hotel and Restaurant Employees' and Bartenders' International Union falls within the definition of the words "trade union" as defined in Section 1 (b) of the Rights of Labour Act and therefore the provisions of Section 3 (2) of the said statute apply to the union in question.

Further, counsel for the employers, referring to the prohibition in Section 3 (2), argued that the union in question might have been made a party to an action irrespective of any provisions of the Rights of Labour Act or the Labour Relations Act. To support this argument, counsel for the employers cited the mention of trade unions in other acts such as the Fire Departments Act, the Police Act and the Ontario Human Rights Code. In the opinion of Mr. Justice Spence none of these acts gives to a union any of the rights, such as a capacity for owning property and acting by agents, which involves liability to the extent of such property for the acts and defaults of such agents, used by Mr. Farwell in the *Taff Vale* case as test and which have been adopted by the courts thereafter as being the tests to determine whether or not the legislation has created a juridical entity.

On the other hand, Mr. Justice Spence adopted the view stated by Mr. Justice Gale in *Re International Nickel Co.; Shedden v. Kopinak*:

I agree with the argument presented by Mr. Dubin that by reason of our legislation

respecting labour relations a Local Union chartered by an International Union has recently acquired a statutory identity . . . and I see no occasion whatever to deviate from the basic reasoning which is essential to the judgments of the Court of Appeal of British Columbia in those cases, to the effect that under similar legislation, Local Unions have now acquired, through statute, rights, immunities and powers, and by the same token have had cast upon them by legislation duties and obligations, to such an extent as to clothe them with a legal status which is distinct from that of their constituent members.

In Ontario today, Mr. Justice Spence continued, such legislation is in the Labour Relations Act. That is, therefore, the legislation that created the union named as defendant in the case at bar a judicial person, and it is, therefore, the legislation which, in the words of Section 3 (2) of the Rights of Labour Act, would permit it to be made a party to an action and, therefore, the prohibition in that Section is a prohibition effective against the naming of the defendant union as a party in this action. Consequently Mr. Justice Spence ruled that the union at bar could not be sued in its own name.

However, Mr. Justice Spence enjoined the union officer and union members named as defendants from picketing and displaying placards and notices, and granted damages to the Nipissing Hotel Co. of \$1,600, and to the Farenda Co. of \$1,000, against individual defendants only.

In this respect, the Court ruled that picketing of hotels by members of a union that had been certified as bargaining agent, and by employees on their off-shift hours, without going on strike, and despite the fact that there was no allegation of disorder or any breach of peace, is enjoined and actionable in damages as a nuisance where the picketing followed unilateral breaking off of negotiations by the union in breach of its duty under Section 12 of the Labour Relations Act to bargain in good faith, and where such picketing occurred without exhausting the conciliation procedures prescribed by the Act.

Further, the Court held that the picketing by the employees, in view of the unilateral breaking off of negotiations without justification, put them in breach of their obligation as part of their contract of service to serve their employers faithfully, and the union officer who arranged and supervised the picketing was liable for inducing breach of contract. *Nipissing Hotel Ltd. et al. v. Hotel and Restaurant Employees' and Bartenders' International Union et al.* (1963) 38 DLR (2d) Part 10, p. 675.

Canadian Association of Administrators of Labour Legislation

The Canadian Association of Administrators of Labour Legislation, an organization of the federal and provincial departments of labour, held its 22nd annual conference at the Banff School of Fine Arts in Banff from August 27 to 30.

Hon. Raymond Reiersen, Minister of Labour, Alberta, welcomed the delegates and brought greetings from Premier Manning.

Industrial relations was again the major topic on the agenda, and the theme of this year's panel discussion was "New Approaches in Labour Relations and Disputes Settlement."

At another session, the conference discussed the promotion of safety in industry and examined present methods of enforcement of industrial safety legislation with particular reference to the construction industry. There were also sessions on minimum wages and recent developments in all areas of labour legislation in Canada.

The 50 delegates in attendance at the four-day meeting included deputy ministers and senior officers of the federal and provincial departments of labour and representatives of the federal Northwest Territories Administration, the British Columbia Workmen's Compensation Board,

the International Labour Office and the International Association of Governmental Labor Officials of the United States and Canada. Three provincial labour Ministers also attended the sessions—Hon. Raymond Reiersen, Alberta; Hon. W. O. Baizley, Manitoba; and Hon. H. W. Wedge, Prince Edward Island.

At the closing session, W. Elliott Wilson, Q.C., Chairman of the Workmen's Compensation Board of Manitoba and a former Deputy Minister of Labour of the province, was named an honorary president of the Association. The retiring president, R. E. Anderson, Deputy Minister of Labour, Nova Scotia, expressed appreciation of Mr. Wilson's many years of service to the C.A.A.L.L., referring particularly to the outstanding contribution he had made during two terms as president.

G. T. Dyer, Deputy Minister of Labour, Newfoundland, was elected president of the Association for 1963-64. Serving with Mr. Dyer on the executive board will be: R. E. Anderson, Nova Scotia, immediate past president; W. H. Sands, Deputy Minister of Labour, British Columbia, 1st vice-president; J. B. Metzler, Deputy Minister of Labour, Ontario, 2nd vice-president; and Evelyn Best, federal Department of Labour, secretary-treasurer.

Ontario Sets Up Women's Bureau

The appointment of Mrs. Ethel McLellan as Director of the Women's Bureau in the Ontario Department of Labour was announced last month. Ontario is the first province to establish a Women's Bureau.

An honours graduate in political science and economics from Queen's University, Mrs. McLellan began her working career

as a securities analyst for a life insurance company.

Six years ago she became women's director of the Highway Safety Branch, Ontario Department of Transport. One year ago she became executive secretary of the Ontario Civil Service Commission.

The Women's Bureau in the federal Department of Labour was set up in 1954.

43 U.S. States Enact Labour Legislation in 1963

Labour legislation was enacted by 43 of the 47 states of the United States of America whose legislatures met during 1963.

Minimum hourly wage rates were increased in five states: Idaho, Nevada, New Hampshire, New Mexico and North Carolina.

Changes in workmen's compensation laws increased disability or death benefits in 21 states and strengthened medical benefit provisions in 11 states.

Anti-discrimination laws were enacted in three states—Hawaii, Iowa and Vermont—

and a former voluntary anti-discrimination law was made mandatory by Indiana.

Discrimination on account of age was banned by legislation enacted by Hawaii and Nebraska; 18 states now have legislation barring age discrimination.

Equal pay laws were enacted in Missouri and Vermont.

The first such enactment in the U.S. in the past five years, a "right-to-work" law was passed in Wyoming.

Ten states increased unemployment benefits.

UNEMPLOYMENT INSURANCE NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

*Claimants for unemployment insurance benefit number 219,000 on July 31, almost the same as total a month and year earlier**

Claimants for unemployment insurance benefit numbered 219,000 on July 31. This figure was very little changed from the June 28 total of 220,300 or the July 31, 1962 figure of 212,000.

Of the July total in both years, 45 per cent had been on claim for from one to four weeks, compared with 37 per cent in June this year. The higher proportion in July is attributed to the annual holiday period, in conjunction with layoffs for model changeover in the automobile industry. The proportion of men on claim for this period was substantially greater in both years than the proportion of women.

Initial and Renewal Claims

Initial and renewal claims filed in July numbered 112,900, which was almost 30,000, about 36 per cent, more than the 82,800 filed in June but almost the same as in July last year. Nearly 95 per cent of the July claims were made by persons who had separated from employment during the month.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in July was estimated at 150,800, compared with 168,800 in June and 150,400 in July 1962.

Payments during the month amounted to \$15,500,000, compared with \$16,000,000 in June and \$14,500,000 in July 1962.

The average weekly payment was \$23.37 in July, \$23.68 in June and \$22.98 in July 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,469,833 employees

who have made contributions to the Unemployment Insurance Fund at one time or another since April 1.

On July 31, registered employers numbered 336,907, an increase of 179 since June 30.

Enforcement Statistics

During July, 11,020 investigations were conducted by enforcement officers across Canada. Of these, 7,422 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 183 were miscellaneous investigations. The remaining 3,415 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 256 cases, 140 against employers and 116 against claimants.†

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,479.†

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled \$31,811,728.95, compared with \$28,391,481.17 in June and \$31,095,690.37 in July 1962.

Benefits paid in July totalled \$15,506,193.60, compared with \$15,986,895.44 in June and \$14,511,555.80 in July last year.

The *debit* balance of the Fund on July 31 was \$8,471,600.50; on June 30 it was \$24,777,135.85. On July 31, 1962, there was a *credit* balance of \$45,227,973.03. The deficit in June and July this year was covered by loans from the Minister of Finance.

† These do not necessarily relate to the investigations conducted during this period.

* See Tables E-1 to E-4, p. 947.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the NES

Placements by National Employment Offices during August totalled 111,900. Of these, 70,900 or 63.3 per cent were placements of men; 41,000 or 36.7 per cent, placements of women.

Vacancies notified to employment offices by employers numbered 142,300, of which 87,300 or 61.3 per cent were for males and 55,000 or 38.7 per cent for females.

Both in vacancies notified and placements effected, the percentage distribution between men and women varied only fractionally from August 1962.

August placements requiring the movement of workers from one area to another through the clearance facilities of the National Employment Service numbered 4,000. This represented 3.5 per cent of the total placements.

Regionally, placements during the month were as follows: Atlantic—6,800, Quebec—26,100, Ontario—38,500, Prairie—17,800, Pacific—22,700.

In comparison with August placements of past years, those of 1963 were lower than those of 1961 and 1962 but higher than any other year since 1956.

Cumulative placements since the beginning of 1963 numbered 740,600. This total was lower than that for the same period in 1962 by 14.7 per cent but higher than for any other postwar year.

Following the same pattern as placements, vacancies notified reached a total of 924,400, a point about midway between the 1961 and 1962 figures.

CORRECTION—In the Monthly Report on the Operation of the Unemployment Insurance Act that appeared in the August number, a numeral was dropped from the penultimate line of the paragraph on page 728 headed "Seasonal Benefit"; the numeral "5" should have been "45".

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2219, August 2, 1963

Summary of the Main Facts: The claimant, married, filed a renewal application for benefit dated October 9, 1962, and was registered for employment as a waitress. The application indicated she had worked as waitress at the X— Restaurant, Charlottetown, at \$40 a week from May 1962 to October 6, 1962, when she was "discharged—work shortage." She stated also, "I have no pre-school-age children."

The claim was allowed and benefit paid until it was learned on a spot-check investigation that the claimant had neglected to avail herself of an opportunity of suitable employment.

In a statement to the Commission dated January 23, 1963, the claimant said

I . . . was laid off last September from the X— Restaurant. I took a holiday, and after my return, applied for U.I. benefits. Since filing my claim I've got part-time work only at the same restaurant. . . I applied for work at Eaton's before Christmas. I've looked nowhere else for work. The Z— Motel called me up on the 15 Jan. 1963, and offered me a job as waitress at \$30 a week, but I refused it, because I'd have to hire a taxi to get there and back. That was day work, I believe, for three weeks. I will accept work as a waitress, hostess, cashier, or as a sales clerk. I will not work for less than \$30 a week and will not leave Charlottetown. I expect to get back at the [X— Restaurant] for the 1st of June 1963.

The employment officer commented:

February 4, 1963: The job opportunities in the Charlottetown area as waitress, hostess, cashier or sales clerk at \$30 per week are fair.

March 1, 1963: The work offered claimant . . . by the Z— Motel was that of short-order cook—hours of duty 3:00 p.m. to 11:00 p.m., with rate of pay at \$30 per week. Meals provided free of charge.

The insurance officer commented:

In view of the fact the claimant has been unemployed three months, and the employment offered was at the prevailing rate, it was felt that it was suitable, and the claimant should have given it a trial and let the employer decide if she was suitable.

The insurance officer disqualified the claimant and suspended benefit from January 20, 1963 to February 9, 1963, inclusive, on the ground that she had, without good cause, neglected to avail herself of an opportunity of suitable employment with the Z— Motel on January 15, 1962 (Section 59(1)(b) of the Act). The insurance officer notified the claimant of the disqualification by letter dated March 4.

In a letter dated March 9, the claimant appealed to a board of referees for the following reasons:

. . . In January I was approached by the Z— Motel to work as a short-order cook, to which I declined, as this is not nor do I want it to be my trade. As a result of this, I received a letter from the employment office on March

7 to say I was suspended for three weeks. I wish to appear in person before the board of referees to appeal this suspension.

The claimant's former employer, X——— Restaurant, in a letter dated March 8, stated:

This is to certify that, [claimant] had been in our employ since 1951. [Claimant] was employed as cashier and head waitress until 1955, then promoted to night manager until 1961. [Claimant] was then employed during the summer of 1962 as day manager and ceased employment at the end of the summer season.

The majority decision of the board of referees, which heard the case in Charlotte-town on April 2, 1963, reads:

Claimant appeared at the hearing and submitted that she was not a qualified short-order cook, was not directed to this job through the National Employment Office, and did not know how offer came to be made to her. Her former employer had not been asked for a recommendation. When the Z—— Motel offered her this job, she asked and was given a couple of days to consider and she decided that she was not capable as a short-order cook. The board called Mrs. A——, who is in charge at the motel, and she submitted that the job offered was that of a waitress.

... Claimant, registered as a waitress, has been unemployed three months, except for some part-time work, has been offered employment as a short-order cook for a period of three weeks at \$30 a week. Section 59 (3) of the Act reads as follows: "After a lapse of such an interval from the date on which an insured person becomes unemployed, and the circumstances of the case are reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers."

It is held in CUB 444: That a short period of temporary or casual employment during a long period of unemployment does not nullify the operation of Section 59 (3) of the Act in the calculation of a reasonable period.

The board submits that three months of unemployment is a reasonable interval of unemployment ... to find employment that claimant is willing to accept. Having to hire a taxi is not considered an excuse for refusing an offer of suitable employment. From the evidence heard, it would appear that an offer of employment as waitress, which is the registered occupation of the claimant, had been made. We have to agree with the insurance officer that this offer of employment, whether as waitress or short-order cook, was at the prevailing rate for such work in the area, and claimant should have given it a trial and let the employer decide if she was suitable.

... We uphold the decision of the insurance officer and dismiss the appeal.

The dissenting member of the board said:

I cannot concur in the majority report submitted by my colleagues on the board for the following reasons: The claimant was contacted by Z—— Motel and offered a position. She requested a couple of days to consider and

this was granted. On phoning the Z—— Motel after this period, she was informed that the job was "short-order cook." This was not in her registered occupation nor in the three supplementary occupations which she listed. These facts came out in questioning the claimant when she appeared at the hearing. After the claimant had left the hearing, a phone call to the Z—— Motel revealed a waitress position was what was required at that time. I submit the claimant was unaware of this when the investigation was made.

We are concerned with section 59 (1) (b) of the Act (suitable employment). In view of the difference in qualifications for short-order cook compared with the four classifications named by the claimant, I submit that the job offer was not suitable employment and therefore uphold the appeal.

The claimant appealed to the Umpire on April 23, 1963, on the following grounds:

1. That I am not qualified in any way as a short-order cook, never having worked at this occupation.

2. The information which was passed to the board from the 'phone call made after I left the hearing was contrary to what I was told on being offered the job by Mrs. A—— of the Z—— Motel.

3. My past 9 years employment has been in the capacity of night manager. I am also qualified as hostess. Waitress is my third choice but I would have no objections to waitress work especially at this time of year.

Considerations and Conclusions: On the facts before me, and more particularly after taking into account the fact that the employment offered was on a temporary basis, and the fact that the prospective employer was seemingly prepared to hire the claimant notwithstanding her alleged lack of experience as a short-order cook, I decide to uphold the majority decision of the board of referees.

The claimant's appeal is dismissed.

Decision CUB 2224, August 2, 1963

Summary of the Main Facts: The essential facts of the case are summed up as follows by the insurance officer in a document dated May 16, 1963, entitled "grounds for Insurance Officer's appeal":

1. The claimant made a claim for benefit on 16 January 1963, effective 13 January 1963. She was last employed by K——, Longlac, Ont., as a "cookee" until 15 January 1963. She gave her reason for separation: "Laid off—no men in camp because of strike, so cookees were not needed."

2. The employer confirmed that the reason for separation was: "Laid off due to lack of work prompted by illegal strike action which started 14 January 1963, at 8:00 a.m."

3. The circumstances of another claimant ... are identical to the circumstances of this claimant, and the two cases could be joined together.

4. The employer in this case had an agreement with the Lumber and Sawmill Workers Union ... This agreement was entered into in 1960 to remain in effect until 31 August 1962. Negotiations commenced about 14 August 1962 between the employer and the union, but

no agreement could be reached on a renewal of the labour agreement. The employer was requesting that the contract be renewed on the same terms whereas the union was requesting [specified] changes.

5. In spite of attempts made by a conciliation officer, no agreement was reached between the employer and the union, and negotiations were terminated.

6. The workers covered by this agreement worked in . . . camps situated on Crown land leased to the employer in the vicinity of Longlac and Geraldton, Ont. The workers covered by the agreement include all employees of the company engaged in woods operations on the limits . . . The claimant's occupation of cookee was covered by the agreement.

7. For the Christmas season, approximately 470 employees had been laid off on 22 December 1962; 88 of this number were given a layoff until May 1963. The rest of the workers were instructed to return to work on 9 January 1963, as work would continue for the rest of the month of January. These workers effectively started work on 9 January 1963, and continued at work until the strike occurred at 8:00 a.m. on 14 January 1963.

8. At 8:00 a.m. on 14 January 1963, pulpwood cutters [and other classifications] took a strike action against the employer. This group consisted of 365 employees.

9. Seventeen other workers covered by the labour agreement remained on the job, including one hundred and ten workers in the occupations of barn boss, cook, camp attendant and cookee; workers in the supervisory staff and therefore not covered by the labour agreement also remained at work . . .

10. The workers took this strike action in protest against the employer's refusal to reach an agreement on a new contract. It was reported that the strike was not sanctioned by the union executive; however, the union was providing financial relief assistance to its members on strike although it was not paying regular strike pay.

11. There was picketing of roads and camp sites on the employer's premises by the strikers, but no violence was reported in connection with these pickets.

12. Commencing 18 February 1963 at 8:00 a.m., approximately 150 hourly paid employees returned to work pending an arbitration board's decision . . . The employer reported that cutting operations would be suspended until after the spring break-up, in view of the lateness of the season, and pulpwood cutters would resume work on or about 21 April 1963.

13. The insurance officer declared the claimant disqualified from receiving benefit for the period from 16 January 1963 to 16 February 1963. He considered that the claimant had lost her employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which she was employed, and that she had not proved relief from disqualification under Section 63 (2), since she was employed in one classification (cookee) covered in the agreement under dispute, and was therefore directly interested in the labour dispute to which the stoppage of work was attributable. The insurance officer considered, however, that the stoppage of work had ceased to be attributable to the labour dispute as from Monday 18 February 1963, and that the disqualification could be terminated on 16 February 1963.

14. The board of referees considered that the claimant had not lost her employment by

reason of a stoppage of work attributable to a labour dispute, and was therefore not subject to disqualification under Section 63 of the Act, because the workers' action in stopping work was not with the approval of the union. The board considered that the claimant had lost her employment due to lack of work because a group of employees illegally absented themselves from work. On these grounds the board of referees allowed the claimant's appeal.

In an earlier submission dated April 30, 1963, the insurance officer had appealed to the Umpire and said: "It is submitted that the board of referees erred in allowing the claimant's appeal from the decision of the insurance officer disqualifying her under Section 63 of the Act."

The insurance officer's grounds for appeal in the document dated May 16, 1963 read:

15. The board erred in considering as significant the report that the executive of the union had not sanctioned the workers' strike in this case. Whether or not a union is involved in a stoppage of work is not a determining factor.

16. The board also erred in considering as significant the fact that the absence from work of the group of employees involved was not legal. Whether a strike is legal or illegal is not a consideration under the Unemployment Insurance Act.

17. As the lack of work for the claimant in this case was clearly due to the fact that the workers employed at the same premises had stopped work for reasons connected with the renewal of their agreement with the employer, it is clear that the claimant had lost her employment by reason of a stoppage of work attributable to a labour dispute at the premises where she was employed.

18. Having found that the claimant was directly interested in that labour dispute, the board had no alternative but to confirm the disqualification imposed in this case.

19. It is submitted that the insurance officer's appeal should be granted and the decision of the board of referees reversed.

Considerations and Conclusions: In Decision CUB 760 the Umpire said:

It has been stated in many previous decisions of the Umpire that the statutory authorities under the Unemployment Insurance Act are not concerned with the merit of a labour dispute. I would add that the question of whether a statute has been or is likely to be violated is often a matter of opinion, and I do not feel that it is within the province of the statutory authorities under the Act to determine such a question.

And in Decision CUB 870:

In conclusion, I would point out to the dissenting member of the court that the adjudicating authorities under the Act cannot deal with the merit of a labour dispute, which evidently they would be called upon to do if his contention that a distinction should be drawn between an authorized strike and an unauthorized one were accepted.

Also in CUB 890:

It happens not infrequently in labour disputes that one of the parties has ground for complaint as to the methods adopted by the other

(Continued on page 932)

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 247 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 178 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 210 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	164	\$652,008.00
Post Office	7	51,881.83
Public Works		
(June report)	1	9,838.28
(July report)	3	23,976.00
(August report)	5	68,041.00
Royal Canadian Mounted Police	7	29,973.77
Transport	1	8,100.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of \$11,881.62 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 212 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Edward Biederman, painting, 2nd north extension, Metallurgy Bldg 465.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Saint John N B: Patterson's Ltd, installation of refrigerators, Rockwood Court. *Montreal Que:* Leonard J Weber Construction, construction of maintenance bldg, Les Habitations Jeanne Mance; Flash Electric Inc, installation of electrical circuit in public areas, Le Domaine Housing project; Germain Poulin, interior painting of apartment units, Le Domaine Housing project; Modern Painting Contractors, exterior painting of housing units, Parc Royal & Place Benoit projects. *Pointe aux Trembles (Montreal) Que:* The Broadway Paving Co Ltd, concrete paving & chain link fencing, St. Georges Gardens project. *Ville St Michel (Montreal) Que:* St Lawrence Steeplejacks Co Ltd, exterior painting of housing units, Blvd IX Apts; Sestock Construction Ltd, renovations to Blvd Pie IX Apts. *Pinawa Man:* Imperial Construction Ltd, construction of various bldgs, Town-site Development.

In addition, this Corporation awarded 15 contracts containing the Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Pointe Bleue Indian Agency Que: Theo Gobeille, painting, Pointe Bleue IRS. *Sioux Lookout Indian Agency Ont:* Hakala Construction, conversion of warehouse into classroom, Sandy Lake IDS. *Crooked Lake Indian Agency Sask:* Northwest Construction Co, construction of crossing over Squaw Head Creek, Ochapowace IR. *Blackfoot Indian Agency Alta:* C P Evans, construction of road, Blackfoot IR. *Edmonton Indian Agency Alta:* Thomas Koziak, revisions to freezing equipment, repairs & painting, Edmonton IRS. *Fort Vermilion Indian Agency Alta:* Mike Henitiuk Construction Ltd, construction of road, Child's Lake IR. *Saddle Lake Indian Agency Alta:* Barry Sheet Metal Co Ltd, supply & installation of kitchen equipment, Blue Quills IRS. *Stony-Sarcee Indian Agency Alta:* Allan L Johnston, construction & repairs to roads, Sunchild & O'Chiese IRS. *Kwawkwalth Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, plumbing & staff room improvements, Alert Bay IRS. *Williams Lake Indian Agency B C:* Thompson Construction Co Ltd, construction of two-classroom school, Alkali Lake IDS.

DEFENCE CONSTRUCTION (1951) LIMITED

St Anthony Nfld: Avalon Construction & Enr Ltd, structural modifications to radar towers. *Greenwood N S:* Berken Painting Co, exterior painting of 258 PMQs & 192 garages, RCAF Station; Vipond Automatic Sprinkler Co Ltd, supply & installation of sprinkler system in hangar No 6, RCAF Station. *Halifax N S:* Parker Bros (1960) Ltd, exterior painting of 38 bldgs, Windsor Park. *Lawlor & McNab Islands N S:* L E Powell & Co Ltd, dredging, piling & construction of three huts. *Shearwater N S:* Trynor Construction Co Ltd, gravel surfacing of roads, parking areas & runway shoulders, RCN Air Station. *McGivney N B:* Conniston Construction Co Ltd, construction of sewage stabilization pond, Camp. *Bagotville Que:* Atelier de Peinture Inc, exterior painting of 80 PMQs, RCAF Station; J R Theberge Ltee, rebuilding concrete hangar apron, RCAF Station. *Longue Pointe Que:* Malach Roofing & Flooring Ltd, re-roofing 10 warehouses. *Moisie Que:* Conniston Construction Co Ltd, grading & seeding, RCAF Station. *Valcartier Que:*

Rosaire Savard, construction of sewage pumping station, CARDE. *Camp Borden Ont*: The B Phillips Co Ltd, repairing & painting water tower; Roelofson Elevator Co Ltd, replacing hospital passenger elevator; Joseph Downey & Son, exterior painting of 205 PMQs; Roseboro Construction Co Ltd, construction of annex to Officers' Mess. *North Bay Ont*: Peerless Enterprises, Division of Tectum Ltd, re-roofing hangar No 5, RCAF Station. *Petawawa Ont*: Semple-Gooder & Co Ltd, re-roofing of various bldgs, Camp; Dibblee Construction Co Ltd, repairs to asphalt pavement, Camp. *Picton Ont*: Colt Contracting Co Ltd, structural repairs & re-roofing three hangars. *Trenton Ont*: Walter F MacCormack, exterior painting of 103 PMQs, RCAF Station; H J McFarland Construction Co Ltd, construction of Yukon compass swinging base, RCAF Station. *Fort Churchill Man*: Burnley Contracting Co Ltd, painting of various bldgs. *Alsask Sask*: Conniston Construction Co Ltd, surface treatment of roads, RCAF Station. *Yorkton Sask*: Star Blacktop Ltd, surface treatment of roads, RCAF Station. *Calgary Alta*: Priddy Bros Construction Ltd, construction of weapons training bldg, Currie, Barracks. *Cold Lake Alta*: J K Campbell & Associates Ltd, re-roofing of various bldgs & hangars, RCAF Station. *Edmonton Alta*: P W Graham & Sons (1963) Ltd, construction of weapons training bldg, Griesbach Barracks. *Namao Alta*: Malach Roofing & Flooring Ltd, re-roofing of No 7 supply depot, RCAF Station. *Penhold Alta*: Conniston Construction Co Ltd, landscaping, RCAF Station. *Aldergrove B C*: Blanchet Bros Painters & Decorators Ltd, painting married quarters, garages & pumphouse, HMCS *Aldergrove*. *Esquimalt B C*: Peterson Electrical Construction Co Ltd, replacing street lighting, HMC Dockyard. *Vancouver B C*: The J H McRae Co Ltd, installation of electrical distribution system, Jericho Beach.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Torbay Nfld: Stokes Construction Co Ltd, supply & installation of window boxes & sashes, Bldgs No 2, 4, 8 & 40, RCAF Station. *Cornwallis N S*: Fred T Cleveland, exterior painting of 20 DND (Navy) PMQs, HMCS *Cornwallis*. *Dartmouth N S*: Tasco Sheet Metal & Roofing Co Ltd, renewal of pitch & gravel roof, Bldg No 2D-2E, RCN Armament Depot. *Greenwood N S*: Wagg & Woodworth Ltd, exterior painting of roof of cantilever hangar No 11, RCAF Station. *Halifax N S*: J L Nichols Contracting Ltd, repairs to bldg No 3, Willow Park; Rusco Window Doors (NS), supply & installation of windows, Bldg No 7, Willow Park. *Mount Uniacke N S*: Palmer Refrigeration Ltd, installation of air conditioning units in RCAF Transmitter Bldg. *St Jean Que*: AlSCO Montreal Inc, supply & installation of screen & storm windows, RCAF Station. *Falconbridge Ont*: Gordon Wright, exterior painting of 36 PMQs, RCAF Station. *Lakeview Ont*: J J Salt Ltd, repairs to exterior walls, Bldgs No 1, 2, 4 & 8 & retaining walls. *Trenton Ont*: Walter F MacCormack, repainting water tank & tower stand pipe, RCAF Station. *Uplands Ont*: Lorne Electric Ltd, increasing of power supply, RCAF Station. *Portage la Prairie Man*: Manitoba Hydro, replacement of power poles, RCAF Station. *Winnipeg Man*: Aetna Roofing Co Ltd, replacement of roof, Bldg No 90, RCAF Station. *Dundurn Sask*: W J English & Co Ltd, re-roofing bldgs, Military Camp. *Swift Current Sask*: Waterman-Waterbury (Swift Current) Ltd, re-roofing of Armoury. *Edmonton Alta*: Dominion Gunitite Ltd, repairs to sidewalks, Griesbach Barracks. *Suffield Alta*: Alberta Janitorial Services, cleaning services, Experimental Station; Nick Corradetti, reinforced concrete work (bunkers & bases), Experimental Station; Nick Corradetti, construction of test shelters, Experimental Station. *Esquimalt B C*: Victoria Paving Co Ltd, paving of road, south gate area, HMCS *Naden*. *Masset B C*: Masset Radio & Electric, replacement of communication cable. *Vernon B C*: Flor-Lay Services Ltd, resurfacing floors at No 11 Works Coy, Military Camp.

In addition, this Department awarded 86 contracts containing the General Fair Wages Clause.

NATIONAL CAPITAL COMMISSION

Ottawa Ont: O'Leary's (1956) Ltd, construction of concrete curbing, Ottawa River Parkway; Frazer Duntile Co Ltd, supply & delivery of earth filling, Ottawa River Parkway; Interprovincial Paving Co Ltd, bituminous paving, Ottawa River Parkway.

NATIONAL HARBOURS BOARD

Montreal Que: Wadco Inc, installation of partial dust control system (phase 11), Elevator No 1; Conniston Construction Co Ltd, landscaping & fencing of sections 2, 4 & 8, Champlain Bridge.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

St Lawrence Islands National Park Ont: Robert D Mackey Construction Co Ltd, construction of sewage disposal system at Mallorytown Landing. *Lower Fort Garry Man:* Rodzen Construction Ltd, construction of museum bldg. *Fort Franklin N W T:* Yukon Construction Co Ltd, supply & erection of warehouse & powerhouse. *Yellowknife N W T:* Solar Construction Co Ltd, modifications to hostel & dormitories at Akaitcho Hall.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 33 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Cooksville Ont: Harrison Construction (Ontario) Ltd, construction of sewer along the South Service Road of Lakeshore Road East from Fergus Ave to Alexandra Ave.

DEPARTMENT OF PUBLIC WORKS

Cape Bay Nfld: Pelley Enterprises Ltd, construction of access road to light station. *Flatrock Nfld:* Sprackling & Reid Ltd, slipway reconstruction. *Little Hearts Ease Nfld:* Avalon Construction & Engineering Ltd, wharf approach repairs. *Newman's Cove Nfld:* Benson Builders Ltd, wharf reconstruction. *Red Cliff Nfld:* Benson Builders Ltd, construction of landing wharf. *Rose Blanche Nfld:* Benson Builders Ltd, wharf reconstruction (bait depot wharf). *Terra Nova National Park Nfld:* Thompson Construction (Chemong) Ltd, grading & base course, Mile 0-5, Eastport Road. *Ingomar (Black Point) N S:* Shelburne Constructing Ltd, wharf reconstruction. *Little Harbour N S:* R A Douglas Ltd, breakwater reconstruction. *Meteghan N S:* Mosher & Rawding Ltd, harbour improvements (wharf improvements). *Shelburne N S:* Shelburne Contracting Ltd, construction of federal bldg. *Three Fathom Harbour N S:* Naugle's Sand & Gravel Co Ltd, construction of armour talus. *Escuminac N B:* Roy John Lloyd, cribwork-breastwork. *Port Elgin N B:* Industrial Construction Ltd, construction of shore protection work, Fort Monckton. *Baie Carriere Que:* L Laverne Ltd, wharf construction. *Carleton Que:* General Electrical Works Reg'd, installation of wharf lighting system. *Dorval Que:* Beaver Master Services, cleaning interior of old domestic terminal bldg, Montreal Airport; Prieur Entreprises Inc, interior alterations to 1st & 2nd floors, post office area, old domestic terminal bldg. *Etang du Nord (M I) Que:* McNamara Construction of Nova Scotia Ltd, harbour improvements. *Gascons (Ruisseau Chapados) Que:* Edgar Anglehart & Philippe Roy, harbour repairs. *Grande Vallee Que:* Eloie Boulay, wharf repairs; Jean Paul Lapointe, wharf repairs (Commercial Wharf). *Les Escoumins Que:* Paul Boucher, repairs to retaining wall. *Malaric Que:* Cadrin & Freres Ltd, wharf repairs. *Matane Que:* Georges Dubee Ltee, wharf repairs (asphalt pavement). *Mont-Louis Que:* Jean-Marc Laflamme, Commercial Wharf repairs. *Natashquan Que:* Landry Construction Inc, wharf repairs. *Paspébiac Que:* Eugene Beaulieu, wharf repairs. *Quebec Que:* Maurice Laverdiere Inc, replacement of stonewall & granite steps at the Terrace of Governor General, La Citadelle. *Riviere au Renard Que:* Emile Cloutier Enr, construction of protection works. *Riviere St-Paul Que:* Landry Construction Inc, construction of landing pier. *St. Denis sur Richelieu Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall. *Ste Felicite Que:* La Cie de Construction MFM Ltee, construction of protection works. *St Maurice de l'Echourie Que:* Eloie Boulay, wharf repairs. *Belleville Ont:* Edgar H Bell Construction, alterations to federal bldg. *Fort Albany Ont:* Ron Engineering & Construction Ltd, construction of school addition, teacher's residence, powerhouse & related work. *Goderich Ont:* Dean Construction Co Ltd, construction of steel waling. *Hawkesbury Ont & Grenville Que:* Planned Renovators Ltd, cleaning & painting Interprovincial Bridge over the Ottawa River. *Kingston Ont:* D J Cox Painting & Decorating, cleaning & painting of steelwork of highway bridges, Kingston-La Salle Causeway. *London Ont:* Northern Roofing Co Ltd, roof repairs, Dominion Public Bldg; Energy Controlled Ltd, boiler repairs, Dominion Public Bldg. *North Bay Ont:* Farquhar Construction Ltd, roof repairs to federal bldg. *Ottawa Ont:* O Gregoire Painting & Decorating, interior re-decoration, East Block, Parliament Bldgs; E A Crain Construction Ltd, general alterations, "B" Bldg, Cartier Square; Russ Wilson Co Ltd, alterations to heating system & basement (phase 2), Rideau Hall; Beaudoin Construction Ltd, installation of metal partitions, Trade & Commerce Bldg; Gendron Plumbing & Heating Co Ltd, supply & installation of tanks, Dominion Bureau of Statistics Bldg & Standards Laboratory, Tunney's Pasture. *Ottawa (Uplands) Ont:* P E Brule Ltd, construction of Radio Test Laboratory Bldg. *Sarnia Ont:* Dean Construction Co Ltd, construction of Customs wharf & office. *Wikwemikong Ont:*

Albert Boundy Sheppard & Charles Winston Sheppard, construction of classroom addition & staff residence, Manitoulin Island Agency. *Winnipeg Man*: W W Construction Co Ltd, alterations to federal bldg. *Lloydminster Sask*: V H LaBar, alterations to federal bldg. *Prince Albert Sask*: Botting & Dent Co Ltd, repairs & re-roofing, east & west wings, Saskatchewan Penitentiary. *Crossfield Alta*: Wyatt Construction Ltd, construction of a nuclear detonation reporting post for RCMP Detachment Quarters. *Elk Island National Park Alta*: Mamczasz Construction Ltd, grading, culverts, etc, approx 3.5 miles. *Jasper National Park Alta*: Square M Construction Ltd & Coleman Collieries Ltd, grading & seal coating, Mile 0-9.5, Medicine Lake—Maligne Lake Road. *Ma-Me-O Beach (Pigeon Lake) Alta*: Square M Construction & Coleman Collieries Ltd, wharf repairs. *Peace River Alta*: Associated Builders, alterations to mail lobby, federal bldg. *Redwater Alta*: P W Graham & Sons (1963) Ltd, construction of nuclear detonation reporting post for RCMP Detachment Quarters. *Strathmore Alta*: D A Dowling Construction Ltd, construction of nuclear detonation reporting post for RCMP Detachment Quarters. *Vulcan Alta*: Wyatt Construction Ltd, construction of nuclear detonation reporting post for RCMP Detachment Quarters. *Prince Rupert (Fairview Bay) B C*: Jarvis Construction Co Ltd, construction of building & site paving, Ferry Terminal (Stage 3). *Vancouver B C*: Two Vets General Maintenance Service, cleaning interior of Postal Station "D," 1535 West Broadway. *Inuvik N W T*: Byrnes & Hall Construction Ltd, addition to garage for Dept of National Defence. *Mackenzie Highway N W T*: Twin Bridges Sand & Gravel (1960) Ltd, crushed gravel surfacing, Mile 51.76.6. *Yellowknife N W T*: Curry Construction Ltd, installation of mudroom & porch landing supports, federal housing; Haener-Anderson Ltd, fencing & landscaping, various bldgs.

In addition, this Department awarded 68 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Fernand Halle, landscaping (1963) & sodding, Lower Lock. *Lachine Que*: Dominion Bridge Co Ltd, repair & rehabilitation of bridge No 3 (Des Seigneurs St), Lachine Canal. *Lachine & St Lambert Que*: Frost Steel & Wire Co (Quebec) Ltd, installation of chain link fencing at Lachine Canal & St Lambert Lock. *Montreal Que*: Planned Renovators Ltd, painting structural steel & metal work, Black's Bridge, Common St. *St Lambert & Cote Ste Catherine Que*: Bau-Quebec Enrg, maintenance of grass & watering of trees, Locks. *St Catharines Ont*: Eastland Bros (Niagara) Ltd, repairs to West Canal Road, south of Lakeshore Road, Welland Canal.

DEPARTMENT OF TRANSPORT

Parrsboro N S: Vincent Babin, construction of combined fog alarm bldg & tower & demolition of dwelling, fog alarm bldg & shed. *Fredericton N B*: Schurman Co Ltd, construction of air terminal bldg, etc & demolition of bldg. *Moncton N B*: W S McKnight Ltd, installation of heating water sphere. *Dorval Que*: Campbell, Gilday Co Ltd, repairs to roofs of various bldgs, Montreal International Airport. *Near Granby Que*: John F Wickenden Co Ltd, construction of NDB bldg & associated work, Roxton Intersection. *Schefferville Que*: Nordbec Construction Inc, installation of identification lights on runway 18-36, Airport. *Fort William Ont*: Tallman Construction Co Ltd, strengthening of runway 07-25, taxiway & apron, Lakehead Airport. *North Bay Ont*: Fontaine Nursery Farms Ltd, landscaping development of air terminal area, Airport. *Ottawa Ont*: Shore & Horwitz Construction Co Ltd, alterations & additions to east wing of air terminal bldg & related work, Airport. *Port Arthur Ont*: Plains City Electric Co Ltd, replacing lighting on runway 12-30, Lakehead Airport. *Timmins Ont*: Triangle Paving Ltd, repairs to runway & taxiway, Airport. *Edmonton Alta*: McCormick Electric Ltd, construction of precision approach radar with foundation, services & related work, International Airport. *Enderby B C*: Deitcher's Construction, construction of two dwellings & garage; W C Arnett & Co Ltd, additional clearing & road improvements, VOR & NDB site. *Fort Nelson B C*: General Construction Co, Division of Standard Gravel & Surfacing of Canada Ltd, additional development of Airport. *Pointer Island B C*: Turner Contracting Alberni Ltd, construction of dwelling. *Baker Lake N W T*: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, construction of overhead powerline & distribution system. *Cambridge Bay N W T*: Electric Power Equipment Ltd, installation of lighting system on approaches 09 & 27, improvement to power distribution system & related work. *Halifax N S*, *Toronto Ont*, *Winnipeg Man* & *Edmonton Alta*: Whelpton Electric Ltd & Scofan Contractors Ltd, fabrication & erection of weather radar towers.

In addition, this Department awarded six contracts containing the General Fair Wages Clause.

PRICE INDEXES

Consumer Price Index, September 1963

The consumer price index (1949=100) declined 0.4 per cent, from 133.9 to 133.4, between August and September. The September index was 1.8 per cent above the September 1962 index of 131.0.*

A 1.4-per cent drop in the food index accounted for most of the decline in the index. A more moderate decrease occurred in the health and personal care index.

The housing, clothing, transportation, and recreation and reading indexes were all at slightly higher levels, and the tobacco and alcohol index was unchanged.

The food index declined 1.4 per cent from 133.2 to 131.3. Substantial seasonal price decreases occurred for most domestically grown vegetables, apples, grapes and peaches. Sugar prices were sharply lower and price declines were also reported for some cuts of beef and pork, and for lamb. Prices were higher for eggs, fats, canned vegetables and juices and a variety of meats.

The housing index rose 0.1 per cent, from 136.3 to 136.5, as a result of increases in both the shelter and household operation components. In shelter, both the rent and the home-ownership indexes were higher. In household operation, higher prices were reported for coal, furniture, floor coverings, textiles, utensils and equipment, and a number of household supplies.

The clothing index increased 0.2 per cent from 115.9 to 116.1 as higher prices for men's and children's wear, footwear and clothing services offset lower prices for women's wear and piece goods.

The transportation index edged up 0.1 per cent, from 141.0 to 141.1, reflecting higher automobile operation prices, including gasoline, motor oil, fender repairs and brake relining. September prices for 1963 passenger cars were somewhat below August price levels. Prices were also lower for tires, muffler replacement and batteries.

The health and personal care index declined 0.1 per cent, from 162.8 to 162.7, reflecting lower prices for some personal care items.

The recreation and reading index rose 0.2 per cent from 148.8 to 149.1. Higher prices for bicycles more than balanced price declines for television repairs in the recreation component. Higher magazine prices moved the reading component.

The tobacco and alcohol index was unchanged at 118.1.

City Consumer Price Indexes, August 1963

Consumer price indexes (1949=100) rose in nine of the ten regional cities between July and August.* Increases ranged from 0.1 per cent in three cities to 0.7 per cent in St. John's. The Vancouver index declined 0.1 per cent.

The food indexes rose for these same nine cities, the increases ranging from 0.2 per cent in Toronto to 1.9 per cent in St. John's. The Vancouver food index was lower by 0.6 per cent.

Movements in the housing indexes were slight. Increases occurred in three cities, decreases in four cities, and no changes in the other three. Indexes for clothing rose in one city, fell in three cities, and remained unchanged in six. For the transportation component, five cities showed higher indexes, three showed lower indexes, and two were unchanged. Indexes for health and personal care were up in six cities, down in three, and unchanged in one. Recreation and reading indexes were higher in two cities and lower in two; tobacco and alcohol indexes were up in one, and down in three.

Regional consumer price index point changes between July and August were St. John's +0.8 to 121.7†; Halifax +0.5 to 132.5; Ottawa +0.5 to 135.0; Montreal +0.3 to 133.7; Saskatoon-Regina +0.2 to 129.2; Edmonton-Calgary +0.2 to 128.0; Saint John +0.1 to 134.1; Toronto +0.1 to 135.6; Winnipeg +0.1 to 131.0; Vancouver -0.1 to 132.2.

Wholesale Price Index, August 1963

Canada's general wholesale price index (1935-39=100) declined 0.6 per cent to 244.7 in August from 246.2 in July but was 0.9 per cent above the August 1962 index of 242.6.

Of the eight major groups, one declined, six rose, and one remained unchanged.

The vegetable products group index of 222.7 was 3.3 per cent below the July level of 230.3, mainly because of price decreases for sugar and its products, grains, and fresh vegetables.

The iron products group index of 254.2 was 0.4 per cent higher than in July. The wood products and chemical products group indexes both rose 0.2 per cent, to 325.3 from 324.5 and to 190.2 from 189.8, respectively. Both the textile products group index and the non-ferrous metals products group index rose 0.1 per cent, to 246.6 from 246.3 and to 198.0 from 197.8,

*See Table F-2, p. 950.

†On base June 1951=100.

*See Table F-1, page 950.

respectively. The animal products group index was practically unchanged at 261.7 versus 261.6.

The non-metallic products group index was unchanged at 189.0.

The index of Canadian farm product prices (1935-39=100) moved 0.2 per cent lower in the three-week period ended August 23, declining to 227.7 from 228.2 on August 2. The field products index declined 2.3 per cent, to 167.6 from 171.5, but the animal products index rose 1.0 per cent, to 287.9 from 285.0.

The residential building materials price index (1935-39=100) declined 0.2 per cent in August to 311.9 from 312.5 in July, and, on the 1949=100 base, also 0.2 per cent to 136.8 from 137.1.

The non-residential building materials price index (1949=100) rose 0.1 per cent

in August to 137.7 from 137.6 in the preceding month.

U.S. Consumer Price Index, August 1963

The United States consumer price index (1957-59=100), after rising sharply for two months, levelled off in August; between mid-July and mid-August it remained at 107.1, a record high.

A decline in food prices offset increases in the costs of transportation and recreation.

In August 1962 the index was 105.5.

British Index of Retail Prices, July 1963

The British index of retail prices (Jan. 16, 1962=100) declined to 103.3 from 103.9 between mid-June and mid-July. In July 1962 the index was 102.5. The decrease during the month was the result mainly of reductions in the price of fresh vegetables.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 180

Economics

1. CORRADO, GIOVANNI BATTISTA. *The Last Will of a Free Man. II-Four Tests*. With illustrations by Andel. London, distributed by Wm. Dawson & Sons Ltd., [n.d., i.e., 1961]. Pp. 239. The author, an Italian businessman, presents his ideas about economics.

2. FRIEDMAN, MILTON. *A Theory of the Consumption Function*. A study by the National Bureau of Economic Research, New York. Princeton, Princeton University Press, 1957. Pp. 243.

3. RAND CORPORATION. *A Time Series Analysis of Interindustry Demands*, by Kenneth J. Arrow and Marvin Hoffenberg, with the assistance of Harry Markowitz and Ronald Shephard. Amsterdam, North-Holland Pub. Co., 1959. Pp. 292.

Education

4. CANADA. DEPARTMENT OF LABOUR. *Transition from School to Work*, by Oswald Hall and Bruce McFarlane. [Ottawa, Queen's Printer, 1962, i.e., 1963]. Pp. 89.

Describes the results of a study undertaken in 1961, tracing the experiences of a group of young people (born in 1940) in an Ontario city as they passed through high school into the world of work.

Some of the questions examined by the authors in their study are: "Who gets where in the school system, and how? How are jobs found by newcomers to the work world? How is school achievement linked to job opportunities and to income? Who faces unemployment? How effective is guidance in the school system? Who proceeds from high school to further education? Do boys and girls fare similarly in these matters?"

5. LAYCOCK, SAMUEL RALPH. *Teaching and Learning; a Textbook in Educational Psychology*. Toronto, Copp Clark, [c1954]. Pp. 311.

6. *Organization, a Means to Improved Instruction; the Lecture Series of the 1962 Leadership Course for School Principals*. Edmonton, Policy Committee, Leadership Course for School Principals, 1962. Pp. 174.

7. SCHOLARSHIP AND GUIDANCE ASSOCIATION, CHICAGO. *The Drop-outs; a Treatment Study of Intellectually Capable Students who Drop Out of High School*, [by] Solomon O. Lichter [and others.

New York], Free Press of Glencoe, [1962]. Pp. 302.

Relates the experience and findings of a three-year treatment study of a group of Chicago young people who wanted to leave or who left high school. Includes some case studies.

8. U.S. OFFICE OF EDUCATION. *Current Expenditures per Pupil in Public School Systems; Urban School Systems, 1958-59*, by Gerald Kahn. Washington, GPO, 1961. Pp. 82.

9. U.S. OFFICE OF EDUCATION. *Guide to the National Defense Education Act of 1958*, by Theodora E. Carlson, assisted by Catherine P. Williams. Rev. ed. Washington, GPO, 1959. Pp. 32.

Education, Vocational

10. U.S. OFFICE OF EDUCATION. *Educational Objectives in Vocational Agriculture*. Rev. ed. Washington, GPO, 1955. Pp. 14.

11. U.S. OFFICE OF EDUCATION. *Vocational Education in the Next Decade; Proposals for Discussions*. Washington, 1961. Pp. 197.

Employees—Training

12. BRITISH ASSOCIATION FOR COMMERCIAL AND INDUSTRIAL EDUCATION. *Industrial Training—whose Responsibility? Papers presented at the BACIE Spring Conference; London, 10th May, 1962*. London, 1962. Pp. 32.

Contents: Opening Address, by Rt. Hon. John Hare, Minister of Labour. The Economics of Industrial Training, by Lady Gertrude Williams. Responsibility—Lessons from the Continent, by F. C. Hayes. Responsibility—an Engineer's Viewpoint, by Austen Albu.

13. WOMEN'S GROUP ON PUBLIC WELFARE. WORKING PARTY ON THE EDUCATION AND TRAINING OF GIRLS. *The Education and Training of Girls; a Study by the Women's Group on Public Welfare*. London, National Council of Social Service, c1962. Pp. 122.

The Working Party was set up to consider and report on whether, in its opinion, the education of British girls fitted them adequately to play their part as members of the community, in their working life, and as wives and mothers, and to make recommendations on their findings.

Industrial Relations

14. HAWAII. UNIVERSITY, HONOLULU. INDUSTRIAL RELATIONS CENTER. *Government Intervention in Industrial Relations; Source Book*. Rev. ed. Edited by Harold S. Roberts. Honolulu, University of Hawaii, 1962. Pp. 224.

Examination of U.S. federal and state labour laws that are concerned with governmental intervention in labour-management relations.

15. JOHNSTON, THOMAS LOTHIAN. *Collective Bargaining in Sweden; a Study of the Labour Market and its Institutions*. London, Allen & Unwin, 1962. Pp. 358.

Examines labour organizations, employers' associations, the law governing collective bargaining in Sweden, collective agreements, works councils, and wage policies, among other things.

16. U.S. BUREAU OF LABOR STATISTICS. *Major Union Contracts in the United States, 1961*. Washington, GPO, 1962. Pp. 18. Describes basic characteristics of major collective agreements in the U.S.

Industry—Location

17. BRAZER, HARVEY ELLIOT. *Taxation and Industrial Location in Michigan; a Report*. [Kalamazoo, W. E. Upjohn Institute for Employment Research, 1959?]. Pp. 305-327.

Reprint of Appendix Chapter B of a book entitled *The Michigan Economy: its Potentials and its Problems*, by William Haber [and others]. A brief examination of the effect of state and local taxes on the growth of industry in Michigan.

18. KRUGER, DANIEL HERSCHEL. *The Labor Factor in Plant Location in Michigan; a Report*. [Kalamazoo, W. E. Upjohn Institute for Employment Research, 1959?]. Pp. 255-304.

Reprint of Appendix Chapter A of a book entitled *The Michigan Economy: its Potentials and its Problems*, by William Haber [and others]. Deals with the quantity and quality of labour available and on its cost.

Labour Laws and Legislation

The following six reports were prepared by the U.S. Bureau of Labor Statistics and published by the Government Printing Office in Washington in 1962 and 1963:

19. *Labor Law and Practice in Bolivia*. Pp. 38.

20. *Labor Law and Practice in Ceylon*. Pp. 48.

21. *Labor Law and Practice in Colombia*. Pp. 47.

22. *Labor Law and Practice in Costa Rica*. Pp. 43.

23. *Labor Law and Practice in Guatemala*. Pp. 32.

24. *Labor Law and Practice in Iraq*. Pp. 34.

Labour Organization

25. GENERAL COUNCIL OF TRADE UNIONS OF JAPAN (SOHYO). *This is SOHYO; its Principles and Activities, 1963*. Tokyo, 1963. Pp. 104.

The General Council of Trade Unions of Japan (SOHYO), with a membership of 4.3 million workers, held its first convention in

July 1950. This booklet describes how the General Council is striving for higher wages, better working conditions and employment for its workers.

26. HOROWITZ, DANIEL L. *The Italian Labor Movement*. Cambridge, Harvard University Press, 1963. Pp. 356.

A history of the Italian labour movement from the second half of the 19th century up to the present, showing the influence of socialism, the church, fascism and communism on labour organization.

27. INTERNATIONAL TRADE UNION SEMINAR ON PROBLEMS AND TECHNIQUES OF INFORMATION WITHIN THE TRADE UNION MOVEMENT, GALWAY, IRELAND, 1961. *Final Report*, by the Division for Social Affairs of OECD, Paris, Organization for Economic Co-operation and Development, [1962?]. Pp. 83. Seminar held September 19-22, 1961.

The program of this seminar included "two general reports, defining the needs for communications in a modern society, and the problems of communications within the trade unions [and] four technical reports on Press, Radio, Television, and Film and Audio-Visual Aids."

28. NORWEGIAN FEDERATION OF TRADE UNIONS. *The Trade Union Movement in Norway*. 3rd ed., 1962. Oslo, 1962. Pp. 62.

29. U.S. BUREAU OF INTERNATIONAL LABOR AFFAIRS. *Miners' International Federation*, [by Daniel C. Lazorchick]. Washington, GPO, 1962. Pp. 210.

Contains a brief history of the MIF and a description and analysis of its structure, constitution, finances, membership, regional activities and external relations, with a chapter on its leadership.

Labouring Classes

30. INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA. *Know Your Union; Steward's Manual*. [Cincinnati, n.d.]. Pp. 40. A brief outline of the duties of a shop steward.

31. U.S. BUREAU OF EMPLOYMENT SECURITY. *Family Characteristics of the Long-Term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation Program, 1961-1962; Exhaustees, May 1961 Survey*. Washington, GPO, 1963. Pp. 33.

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32. U.S. BUREAU OF EMPLOYMENT SECURITY. *Missiles and Aircraft, Labor Market Developments*. Washington, 1962. Pp. 20.

33. U.S. BUREAU OF EMPLOYMENT SECURITY. *Work Force Adjustment to Technological Change; Selected Employer Procedures*. Washington, GPO, 1963. Pp. 62.

Contents: Manpower Planning and Preparation for Impending Changes. Re-assignment and Relocation of Affected Workers. Company Training Programs. Minimizing Income Loss of Displaced Workers.

34. U.S. BUREAU OF LABOR STATISTICS. *Employment and Changing Occupational Patterns in the Railroad Industry, 1947-60*. Washington, GPO, 1963. Pp. 32.

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1st sess. Joint Committee print. Makes recommendations for improving the collection of U.S. price statistics.

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41. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Promoting Programs of Supervisory Personnel Development; a Guide to winning Acceptance of Programs and a Glossary of Terms*, by Earl M. Bowler. Washington, GPO, 1960. Pp. 31.

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48. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on Prices, Wages, and Labour Statistics of New Zealand for the Year, 1961*. Wellington, Government Printer, 1961. Pp. 72.

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49. BRITISH PRODUCTIVITY COUNCIL. *Work Study in Farming; Twenty Case Studies*. London, [n.d., 1962?]. Pp. 48.

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50. CONFERENCE ON APPLICATION OF DIGITAL COMPUTERS TO AUTOMATED INSTRUCTION, WASHINGTON, 1961. *Programmed Learning and Computer-based Instruction; Proceedings*. John E. Coulson, editor. New York, Wiley, 1962. Pp. 291.

"Co-sponsored by Personnel and Training Branch and Information Systems Branch of the Office of Naval Research, and System Development Corporation."

51. FRANCE. DIRECTION DE LA DOCUMENTATION. *Les institutions sociales de la France*. [Rédigé sous la direction de P. Laroque. Rev. ed., Paris]. Documentation française [1963]. Pp. 1022.

Some of the topics discussed in this book are social security, public welfare, sickness benefits, housing, the family, the care and protection of mothers and children, labour conditions, education, old age security, and social service.

52. JACOBS, PAUL. *Dead Horse and the Featherbird; [a Report to the Center for the Study of Democratic Institutions]*. Santa Barbara, Calif., Center for the Study of Democratic Institutions, 1962]. Pp. 62.

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53. KELLY, ROBIN ARTHUR. *The Use of English for Technical Students*. London, Harrap, 1962. Pp. 189.

54. MACHLUP, FRITZ. *The Production and Distribution of Knowledge in the United States*. Princeton, N.J., Princeton University Press, 1962. Pp. 416.

55. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Demographic Trends, 1956-1976, in Western Europe and in the United States*. Paris, 1961. Pp. 149. English and French text. French title: L'évolution démographique de 1956 à 1976 en Europe Occidentale et aux Etats-Unis.

56. ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS, LONDON. *Building & Construction Regulations Handbook; a Comprehensive Guide to the Safety, Health and Welfare Requirements for Building Operations and Works of Engineering Construction*. 6th ed., London, 1962. Pp. 36.

57. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Annual Report for the Fiscal Year, 1961-62*. Regina, 1962. Pp. 16.

58. THOLE, HENRY C. *Service Station Starts in Kalamazoo, 1957-1958; a Study of the Problems of Small Business*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1959. Pp. 25.

The author outlines some of the problems encountered by the owners of 17 service stations started in 1957 and 1958 in Kalamazoo, Mich. Many owners did not look into such questions as selection of location, management of working capital, finance, accounting, sales and labour costs.

59. TITMUSS, RICHARD MORRIS. *Income Distribution and Social Change; a Study in Criticism*. London, Allen & Unwin, 1962. Pp. 240.

Partial Contents: The Problem of Definition—Income and Income Units. Social Structure and the Distribution of Incomes. The Individual and the Family. Tax, Time and Kinship in the Arrangement of Income. Statutory Income and Real Income. The Spreading of Income over Retirement. Benefits in Kind. The Need for a New Approach.

60. UNITED NATIONS. SECRETARY-GENERAL, 1961- (THANT). *Eco-*

nomic and Social Consequences of Disarmament; Report of the Secretary-General transmitting the Study of his Consultative Group. New York, Dept. of Economic and Social Affairs, United Nations, 1962. 2 volumes. Contents. [v. 1]. Report. [v. 2]. Replies of Governments and Communications from International Organizations.

This report studies the resources devoted to military purposes, the impact of disarmament on national production and employment, on international economic relations, examines some social consequences of disarmament, and includes replies of 20 Governments and communications from seven international organizations.

61. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *International Payments Imbalances and Need for strengthening International Financial Arrangements; Report of the Subcommittee on International Exchanges and Payments . . . with Individual Views*. Washington, GPO, 1961. Pp. 26. At head of title: 87th Cong., 1st. sess. Joint Committee print.

The Subcommittee on International Exchange and Payments looked into and reported on the questions of "gold and balance-of-payments, mechanisms for international settlements and currency stabilization, and international monetary policies."

Decisions of Umpire

(Continued from page 921)

party or as to breaches of agreement, and, as stated in many previous decisions, the statutory authorities under the Act should not concern themselves with the merit of a labour dispute.

From the foregoing it can be seen that the insurance officer's grounds of appeal are entirely in accordance with the established jurisprudence.

I consequently decide to allow the insurance officer's appeal.

Industrial Fatalities

(Continued from page 884)

tremes and explosions; 13 were caused by electric current; 3 by over-exertion; and 2 were under the heading "miscellaneous accidents".

By province of occurrence, the largest number of fatalities, 87, was in Ontario. In British Columbia there were 46, in Alberta 27, and in Quebec 19.

During the quarter, there were 69 fatalities in April, 82 in May and 81 in June.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 21, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,815	618	1,911	2,469	1,198	619
Men.....	4,891	463	1,383	1,738	864	443
Women.....	1,924	155	528	731	334	176
14-19 years.....	649	69	205	206	119	50
20-24 years.....	879	93	293	280	148	65
25-44 years.....	3,038	252	862	1,127	517	280
45-64 years.....	2,036	183	503	773	369	208
65 years and over.....	213	21	48	83	45	16
Employed.....	6,565	584	1,803	2,412	1,175	591
Men.....	4,699	432	1,298	1,699	846	424
Women.....	1,866	152	505	713	329	167
Agriculture.....	706	39	140	173	334	20
Non-agriculture.....	5,859	545	1,663	2,239	841	571
Paid Workers.....	5,383	489	1,532	2,068	783	511
Men.....	3,726	352	1,071	1,420	523	360
Women.....	1,657	137	461	648	260	151
Unemployed.....	250	34	108	57	23	28
Men.....	192	31	85	39	18	19
Women.....	58	*	23	18	*	*
Persons not in the Labour Force.....	5,711	649	1,694	1,897	931	540
Men.....	1,330	168	394	414	212	142
Women.....	4,381	481	1,300	1,483	719	398

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED SEPTEMBER 21, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ¹	12,526	1,931	3,643	962	3,732	915	1,343
Labour force.....	6,815	649	3,524	832	954	643	213
Employed.....	6,565	587	3,432	776	938	624	208
Unemployed.....	250	62	92	56	16	19	*
Not in labour force.....	5,711	1,282	119	130	2,778	272	1,130
Participation rate ²							
1963, September 21.....	54.4	33.6	96.7	86.5	25.6	70.3	15.9
August 24.....	56.1	45.0	97.1	90.6	24.2	70.2	15.7
Unemployment rate ³							
1963, September 21.....	3.7	9.6	2.6	6.7	1.7	3.0	*
August 21.....	3.8	8.4	2.7	7.2	1.6	3.0	*

⁽¹⁾Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾The labour force as a percentage of the population 14 years of age and over.

⁽³⁾The unemployment as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED SEPTEMBER 21, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

	September 1963	August 1963	September 1962
Total unemployed.....	250	270	260
On temporary layoff up to 30 days.....	13	18	13
Without work and seeking work.....	237	252	247
Seeking full-time work.....	227	239	237
Seeking part-time work.....	10	13	10
Seeking under 1 month.....	87	75	90
Seeking 1-3 months.....	79	95	77
Seeking 4-6 months.....	27	30	30
Seeking more than 6 months.....	44	52	50

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

Note: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour Income	Totals (3)
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
July.....	49.4	490.4	165.6							1,738.0
August.....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September.....	48.5	503.9	164.3							1,780.5
October.....	47.9	498.9	165.2							1,764.8
November.....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December.....	46.6	481.5	157.1							1,692.5
1963—										
January.....	47.5	484.4	157.7							1,699.4
February.....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9*	156.3							1,714.1*
April.....	46.7	503.2	160.7							1,746.8
May.....	48.1	514.9	165.7	68.6*	345.0*	102.5*	763.7*	1,668.8*	228.1*	1,807.9
June*.....	49.2	523.0	170.0							1,863.0
July†.....	49.9	509.5	172.2							1,830.2

Seasonally Adjusted

1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
July.....	48.4	486.4	158.1							1,703.6
August.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September.....	47.8	489.8	159.0							1,712.8
October.....	47.6	491.5	161.9							1,722.8
November.....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December.....	46.8	494.3	160.4							1,730.1
1963—										
January.....	48.1	499.5	164.4							1,771.4
February.....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4*	1,768.8
March.....	47.6	503.3*	164.8							1,777.9*
April.....	48.6	508.7	165.9							1,789.8
May.....	48.0	510.7	164.7	78.7*	346.7*	102.7*	763.6*	1,638.2*	227.9	1,794.6
June*.....	48.2	508.8	164.7							1,799.8
July†.....	48.8	507.3	164.2							1,779.5

⁽¹⁾ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at July 1963 employers in the principal non-agricultural industries reported a total employment of 3,046,230. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June*.....	127.5	194.7	83.64	118.9	196.2	86.29
July†.....	127.5	194.0	83.34	116.8	194.3	85.42

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962
Provinces				\$	\$	\$
Newfoundland.....	154.0	149.9	150.5	75.65	76.99	73.59
Prince Edward Island.....	150.0	142.8	158.1	59.00	58.88	57.13
Nova Scotia.....	98.9	97.2	97.6	68.85	68.68	66.59
New Brunswick.....	108.7	108.1	109.0	68.18	67.66	66.01
Quebec.....	128.5	127.0	125.9	80.46	80.39	77.97
Ontario.....	127.0	129.2	125.2	86.67	87.02	84.26
Manitoba.....	117.7	115.4	116.1	78.41	78.15	76.29
Saskatchewan.....	135.7	132.9	135.3	79.78	79.69	77.71
Alberta (including Northwest Territories).....	167.7	165.9	168.2	83.74	84.85	81.95
British Columbia (including Yukon).....	123.9	123.2	123.6	91.31	92.04	87.93
Canada.....	127.5	127.5	125.8	83.34	83.64	80.90
Urban areas						
St. John's.....	154.2	150.2	149.2	64.78	65.03	61.60
Sydney.....	83.0	83.7	82.5	84.81	80.85	82.62
Halifax.....	124.4	122.1	124.2	71.06	71.65	67.86
Moncton.....	107.4	105.5	111.6	64.87	65.76	62.92
Saint John.....	106.0	106.9	107.7	68.80	68.70	66.69
Chicoutimi—Jonquiere.....	114.5	111.2	115.3	100.60	103.17	99.83
Quebec.....	130.6	130.0	122.7	72.56	71.23	69.61
Sherbrooke.....	114.1	113.2	110.2	69.73	69.78	67.42
Shawinigan.....	106.4	104.0	106.4	92.87	91.92	90.16
Three Rivers.....	121.0	120.1	120.4	75.61	77.60	74.46
Drummondville.....	87.5	88.3	81.1	68.23	69.41	65.65
Montreal.....	130.7	131.2	128.1	82.42	82.25	80.17
Ottawa—Hull.....	140.5	139.4	138.7	77.36	77.42	75.71
Kingston.....	129.4	125.4	121.1	83.39	81.97	80.16
Peterborough.....	102.3	102.9	97.0	92.79	92.86	89.30
Oshawa.....	142.2	203.0	127.7	98.38	102.25	96.12
Toronto.....	141.8	143.4	138.6	87.71	87.99	85.23
Hamilton.....	119.0	120.0	116.0	92.62	92.12	90.76
St. Catharines.....	106.5	116.8	104.5	95.77	95.76	93.31
Niagara Falls.....	112.7	108.8	106.2	78.27	80.39	78.80
Brantford.....	88.8	90.4	83.7	80.80	80.27	76.14
Guelph.....	129.9	132.0	216.9	76.14	76.50	76.56
Galt.....	122.6	122.2	116.7	74.83	74.84	73.11
Kitchener.....	142.0	142.3	133.7	77.83	78.36	76.44
Sudbury.....	126.6	127.4	144.3	95.28	94.08	93.00
Timmins.....	90.3	90.9	91.1	75.62	74.21	72.40
London.....	144.7	145.7	139.8	81.02	80.31	77.34
Sarnia.....	135.4	137.7	138.6	109.36	110.54	104.91
Windsor.....	65.5	79.4	70.2	92.51	93.46	89.49
Sault Ste. Marie.....	157.7	154.8	154.8	105.93	109.74	100.59
Fort William—Port Arthur.....	115.3	111.2	114.9	83.77	84.59	80.66
Winnipeg.....	116.1	114.9	113.3	74.75	74.73	72.73
Regina.....	152.5	151.4	147.2	78.16	77.57	76.06
Saskatoon.....	152.4	148.2	147.3	73.69	74.74	72.79
Edmonton.....	211.4	210.3	210.8	79.22	80.31	77.47
Calgary.....	186.7	184.7	186.5	83.50	84.05	81.20
Vancouver.....	121.8	121.9	119.1	89.32	90.26	86.33
Victoria.....	121.7	119.8	122.2	85.67	83.95	78.74

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962
				\$	\$	\$
Mining	118.2	117.3	121.2	101.95	101.39	98.76
Metal mining.....	130.8	129.8	136.7	102.96	102.32	100.10
Gold.....	67.4	67.7	70.8	83.73	82.54	80.24
Other metal.....	189.7	187.5	198.0	109.31	108.96	106.71
Fuels.....	83.1	82.5	84.3	108.31	107.61	104.36
Coal.....	38.7	39.0	39.7	82.09	78.90	80.43
Oil and natural gas.....	264.3	260.0	266.5	123.96	125.17	118.95
Non-metal.....	164.3	163.3	159.3	88.91	88.84	84.81
Manufacturing	116.8	118.9	115.5	85.42	86.29	83.13
Durable goods.....	119.7	124.2	118.3	92.18	93.05	89.54
Non-durable goods.....	114.4	114.4	113.1	79.50	80.14	77.52
Food and beverages.....	124.7	124.0	126.7	74.14	75.68	72.26
Meat products.....	138.9	138.5	137.6	85.61	86.92	82.96
Canned and preserved fruits and vegetables.....	148.5	114.4	148.7	58.38	64.10	67.09
Grain mill products.....	93.3	93.2	100.9	83.98	83.69	83.94
Bread and other bakery products.....	115.1	115.5	113.4	72.79	74.50	70.28
Distilled and malt liquors.....	98.6	98.7	100.4	106.76	107.86	101.55
Tobacco and tobacco products.....	80.0	83.8	81.7	90.12	88.61	86.55
Rubber products.....	111.2	112.1	105.6	88.50	89.56	85.96
Leather products.....	87.7	87.9	88.9	56.75	57.15	55.53
Boots and shoes (except rubber).....	93.5	93.7	97.1	55.26	54.96	54.14
Other leather products.....	77.1	77.3	74.2	60.05	61.96	58.80
Textile products (except clothing).....	84.7	85.1	81.6	67.29	68.35	65.79
Cotton yarn and broad woven goods.....	73.5	74.1	71.9	63.36	65.16	61.38
Woolen goods.....	65.0	64.2	63.1	62.98	63.44	62.08
Synthetic textiles and silk.....	98.1	98.0	91.5	73.84	74.89	72.07
Clothing (textile and fur).....	94.7	94.4	91.7	52.49	52.55	51.63
Men's clothing.....	97.8	99.3	94.6	51.39	51.32	49.84
Women's clothing.....	103.4	98.8	97.2	53.03	52.79	53.88
Knit goods.....	74.9	75.1	73.6	52.47	52.66	50.23
Wood products.....	116.2	114.4	114.7	73.94	74.80	71.10
Saw and planing mills.....	121.2	118.7	119.4	75.98	77.42	72.63
Furniture.....	120.4	119.9	116.7	71.67	70.88	70.02
Other wood products.....	82.4	81.9	86.7	65.15	66.69	63.22
Paper products.....	131.9	131.3	129.9	101.42	101.46	98.72
Pulp and paper mills.....	133.3	131.7	131.0	108.68	109.19	106.11
Other paper products.....	128.6	130.2	127.3	83.36	82.69	80.49
Printing, publishing and allied industries.....	126.5	127.5	126.2	92.99	93.19	90.61
Iron and steel products.....	116.3	117.1	111.8	97.60	97.78	95.75
Agricultural implements.....	70.0	72.4	58.7	103.09	101.15	100.39
Fabricated and structural steel.....	148.3	152.7	164.7	99.92	100.99	96.34
Hardware and tools.....	116.3	116.6	109.6	85.09	86.21	82.70
Heating and cooking appliances.....	105.8	105.3	108.7	85.58	85.97	82.97
Iron castings.....	101.6	104.1	97.5	92.66	91.91	90.79
Machinery, industrial machinery.....	137.3	137.6	124.3	92.52	93.55	91.89
Primary iron and steel.....	134.9	133.9	129.2	112.70	112.45	108.73
Sheet metal products.....	122.3	123.7	123.0	96.02	95.94	96.38
Wire and wire products.....	117.2	117.4	112.9	96.24	98.59	95.31
Transportation equipment.....	96.6	116.7	101.5	99.25	100.57	95.25
Aircraft and parts.....	223.5	227.7	251.5	100.40	101.78	96.92
Motor vehicles.....	63.0	129.1	80.1	124.47	115.64	112.28
Motor vehicle parts and accessories.....	111.8	132.5	93.1	94.00	94.51	90.94
Railroad and rolling stock equipment.....	54.2	52.7	57.2	89.45	89.44	85.93
Shipbuilding and repairing.....	147.1	149.8	146.2	94.44	94.09	90.34
Non-ferrous metal products.....	130.5	129.3	129.9	98.41	97.72	95.11
Aluminum products.....	148.3	146.7	148.8	94.79	93.95	91.93
Brass and copper products.....	111.6	110.0	105.6	93.76	92.49	90.26
Smelting and refining.....	143.1	141.4	147.3	108.32	107.52	104.02
Electrical apparatus and supplies.....	155.0	155.3	149.6	90.88	91.49	88.95
Heavy electrical machinery.....	116.5	117.4	110.9	99.05	99.48	97.00
Telecommunication equipment.....	281.0	279.9	270.6	87.19	87.84	86.62
Non-metallic mineral products.....	159.4	160.6	157.8	91.16	91.77	88.39
Clay products.....	89.6	92.7	98.3	81.69	82.53	78.45
Glass and glass products.....	181.2	182.3	169.2	85.53	87.27	82.76
Products of petroleum and coal.....	145.4	144.4	144.2	125.45	127.04	120.51
Petroleum refining and products.....	147.4	146.3	146.0	126.63	128.33	121.76
Chemical products.....	138.2	138.4	136.3	101.35	101.28	98.70
Medicinal and pharmaceutical preparations.....	125.4	125.6	122.0	90.19	90.40	85.72
Acids, alkalis and salts.....	165.5	164.7	165.8	112.46	112.96	109.55
Other chemical products.....	134.9	135.3	133.3	100.61	100.34	98.54
Miscellaneous manufacturing industries.....	152.3	152.7	144.8	74.98	75.52	73.36
Construction	138.3	133.7	144.5	91.33	90.63	87.21
Building and general engineering.....	134.3	129.6	140.4	97.70	96.41	93.96
Highways, bridges and streets.....	145.0	140.3	151.3	81.63	81.86	76.73
Electric and motor transportation	146.2	147.3	141.7	87.89	89.19	85.47
Service	175.1	173.7	164.3	58.40	58.49	56.56
Hotels and restaurants.....	152.8	150.3	146.0	44.62	44.22	42.75
Laundries and dry cleaning plants.....	140.9	142.1	132.7	51.61	52.51	49.54
Industrial composite	127.5	127.5	125.8	83.34	83.64	80.90

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962
				\$	\$	\$
Newfoundland.....	41.1	40.1	39.8	1.54	1.48	1.57
Nova Scotia.....	40.9	41.8	41.4	1.67	1.65	1.61
New Brunswick.....	42.0	41.2	42.1	1.60	1.59	1.61
Quebec.....	41.3	41.5	41.6	1.75	1.77	1.70
Ontario.....	40.9	41.1	41.1	2.02	2.04	1.96
Manitoba.....	40.2	40.5	40.2	1.82	1.81	1.78
Saskatchewan.....	39.0	39.7	38.9	2.02	2.02	1.98
Alberta (includes Northwest Territories)	39.5	40.4	40.2	2.02	2.04	1.98
British Columbia (includes Yukon Territory).....	37.9	38.4	37.8	2.37	2.36	2.27

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: *Man Hours and Hourly Earnings, DBS*

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962
Mining	42.3	41.7	41.8	2.24	2.24	2.19	\$ 4.50	\$ 3.22	\$ 1.57
Metal mining.....	41.9	41.5	41.7	2.32	2.32	2.28	97.33	96.49	95.04
Gold.....	42.9	42.0	42.3	1.81	1.82	1.76	77.63	76.40	74.33
Other metal.....	41.5	41.3	41.5	2.52	2.52	2.47	104.51	103.94	102.55
Fuels.....	42.7	41.2	41.4	2.10	2.11	2.08	89.72	87.16	86.08
Coal.....	43.9	41.2	42.7	1.83	1.85	1.84	80.42	76.10	78.76
Oil and natural gas.....	40.8	41.3	39.2	2.55	2.54	2.51	104.22	104.81	98.43
Non-metal.....	43.2	42.8	42.8	2.05	2.03	1.94	88.48	86.97	82.91
Manufacturing	40.8	40.9	41.0	1.93	1.94	1.87	78.57	79.64	76.72
Durable goods.....	41.3	41.4	41.4	2.09	2.11	2.02	86.10	87.30	83.85
Non-durable goods.....	40.2	40.5	40.5	1.78	1.79	1.73	71.72	72.29	70.18
Food and beverages.....	40.9	41.3	40.7	1.65	1.67	1.62	67.25	69.15	65.94
Meat products.....	41.5	41.9	40.5	1.98	1.99	1.94	82.10	83.37	78.55
Canned and preserved fruits and vegetables.....	39.0	37.6	39.6	1.30	1.43	1.26	50.51	54.01	49.97
Grain mill products.....	42.6	42.2	42.8	1.86	1.87	1.85	79.12	78.77	79.19
Bread and other bakery products.....	41.7	42.1	41.9	1.64	1.65	1.54	68.25	69.34	64.67
Distilled liquors.....	40.1	42.8	39.2	2.29	2.28	2.15	91.85	97.44	84.28
Malt liquors.....	40.4	40.1	40.3	2.44	2.48	2.33	98.65	99.40	93.70
Tobacco and tobacco products.....	38.6	38.6	40.1	2.18	2.17	2.02	84.25	83.90	81.09
Rubber products.....	41.2	41.8	41.3	2.00	2.00	1.94	82.51	83.47	80.16
Leather products.....	39.2	39.2	40.4	1.32	1.33	1.27	51.51	51.98	51.15
Boots and shoes (except rubber).....	39.7	39.0	41.0	1.28	1.28	1.22	50.72	50.06	50.20
Other leather products.....	38.0	39.6	38.9	1.40	1.42	1.37	53.30	56.31	53.40
Textile products (except clothing).....	41.3	42.1	41.7	1.46	1.46	1.41	60.29	61.58	58.89
Cotton yarn and broad woven goods.....	39.9	40.9	39.0	1.47	1.48	1.44	58.77	60.73	56.33
Woollen goods.....	42.1	42.9	43.2	1.35	1.35	1.31	56.87	57.91	56.51
Synthetic textiles and silk.....	40.0	42.6	43.0	1.87	1.57	1.50	65.86	67.01	64.45
Clothing (textile and fur).....	37.7	37.4	38.2	1.26	1.26	1.22	47.63	47.17	46.65
Men's clothing.....	37.4	37.4	37.7	1.25	1.25	1.20	46.89	46.82	45.29
Women's clothing.....	35.9	34.5	36.7	1.38	1.36	1.32	49.50	46.94	48.59
Knit goods.....	40.5	40.8	40.7	1.17	1.17	1.13	47.54	47.68	45.80
*Wood products.....	41.1	41.5	41.4	1.71	1.72	1.64	70.43	71.30	67.79
Saw and planing mills.....	40.4	41.1	40.7	1.82	1.83	1.73	73.52	75.04	70.43
Furniture.....	42.6	42.1	42.9	1.56	1.55	1.51	66.35	65.36	64.81
Other wood products.....	42.3	43.2	42.4	1.41	1.42	1.37	59.72	61.43	58.20
Paper products.....	41.8	41.8	41.8	2.29	2.29	2.24	95.81	95.71	93.63
Pulp and paper mills.....	41.7	42.0	41.7	2.46	2.46	2.41	102.87	103.33	100.78
Other paper products.....	41.8	41.5	42.0	1.82	1.81	1.76	76.26	75.08	73.99
Printing, publishing and allied industries.....	38.4	38.5	38.9	2.40	2.39	2.30	92.11	92.03	89.54
*Iron and steel products.....	41.4	41.4	41.8	2.25	2.25	2.19	93.18	93.17	91.33
Agricultural implements.....	41.0	41.3	42.0	2.34	2.34	2.19	96.12	96.34	92.14
Fabricated and structural steel.....	41.4	41.9	41.1	2.21	2.22	2.13	91.43	93.22	87.57
Hardware and tools.....	42.7	43.1	42.6	1.87	1.87	1.80	79.94	80.46	76.67
Heating and cooking appliances.....	40.9	41.2	41.8	1.90	1.91	1.85	77.77	78.57	77.53
Iron castings.....	41.9	41.4	42.3	2.12	2.13	2.07	88.95	88.18	87.71
Machinery, industrial.....	41.5	41.8	42.3	2.10	2.10	2.04	87.31	87.80	86.40
Primary iron and steel.....	41.1	40.7	40.4	2.67	2.67	2.59	109.82	108.81	104.62
Sheet metal products.....	41.8	41.9	42.7	2.17	2.17	2.18	90.77	90.99	93.21
Wire and wire products.....	41.6	42.3	42.0	2.18	2.19	2.16	90.96	92.74	90.81
*Transportation equipment.....	41.0	41.3	40.6	2.23	2.29	2.17	91.43	94.50	88.34
Aircraft and parts.....	40.6	40.9	40.4	2.23	2.23	2.13	90.54	91.08	86.04
Motor vehicles.....	43.8	42.5	41.6	2.57	2.52	2.48	112.43	107.24	102.95
Motor vehicle parts and accessories.....	40.8	40.7	40.6	2.13	2.19	2.04	87.13	89.00	82.77
Railroad and rolling stock equipment.....	39.5	40.5	39.9	2.17	2.17	2.10	85.77	87.80	83.93
Shipbuilding and repairing.....	41.3	41.2	40.6	2.26	2.26	2.20	93.41	93.25	89.13
*Non-ferrous metal products.....	41.1	40.7	40.9	2.24	2.25	2.18	92.28	91.56	89.06
Aluminum products.....	41.8	41.3	42.4	2.02	2.01	1.92	84.43	83.01	81.17
Brass and copper products.....	42.2	41.5	41.5	2.12	2.10	2.07	89.37	87.29	85.90
Smelting and refining.....	40.8	40.2	40.3	2.50	2.52	2.43	102.02	101.52	97.97
*Electrical apparatus and supplies.....	40.7	40.8	41.0	1.95	1.95	1.91	79.10	79.54	78.09
Heavy electrical machinery and equipment.....	41.1	41.3	41.2	2.18	2.19	2.14	89.70	90.29	88.05
Telecommunication equipment.....	40.2	40.2	40.8	1.73	1.73	1.72	69.64	69.69	70.33
Refrigerators, vacuum cleaners and appliances.....	40.4	40.7	39.0	2.00	2.02	1.93	80.82	82.32	75.17
Wire and cable.....	43.2	41.8	42.7	2.21	2.18	2.12	95.19	91.23	90.62
Miscellaneous electrical products.....	40.0	40.7	41.2	1.84	1.85	1.81	73.77	75.27	74.49
*Non-metallic mineral products.....	43.3	43.6	43.6	1.97	1.98	1.92	85.56	86.12	83.65
Clay products.....	41.8	42.8	42.5	1.79	1.79	1.74	74.65	76.51	73.93
Glass and glass products.....	40.4	41.0	40.9	1.98	2.00	1.88	80.06	82.03	76.79
Products of petroleum and coal.....	41.8	42.2	42.0	2.72	2.76	2.63	113.63	116.63	110.56
Chemical products.....	40.7	40.9	41.1	2.19	2.18	2.12	89.09	89.21	87.03
Medicinal and pharmaceutical preparations.....	39.7	40.0	38.9	1.70	1.70	1.61	67.34	68.09	62.53
Acids, alkalis and salts.....	40.3	40.6	41.1	2.52	2.51	2.42	101.28	101.96	99.39
Miscellaneous manufacturing industries.....	41.1	41.2	41.2	1.59	1.60	1.55	65.34	65.82	63.86
Professional and scientific equipment.....	40.0	40.2	40.2	1.96	1.95	1.86	78.22	78.31	74.86
Construction	42.4	41.9	42.6	2.11	2.11	2.04	89.39	88.36	85.56
Building and general engineering.....	41.2	40.4	41.2	2.31	2.32	2.23	95.18	93.68	92.00
Highways, bridges and streets.....	44.6	44.5	43.4	1.77	1.78	1.70	79.07	79.07	73.96
Electrical and motor transportation	43.9	44.4	43.4	2.03	2.01	1.97	88.87	89.23	85.32
Service	38.4	38.0	38.6	1.12	1.13	1.08	43.15	43.04	41.69
Hotels and restaurants.....	38.4	37.6	38.4	1.08	1.09	1.04	41.48	40.88	39.89
Laundries and dry cleaning plants.....	40.2	40.0	40.2	1.08	1.09	1.04	43.40	43.49	41.90

* Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963 January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May*.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July†.....	40.8	1.93	78.57	188.2	140.6

Note:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652, July issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
September 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
September 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
September 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
September 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963 ⁽¹⁾	25,610	23,933	49,543	208,509	106,482	314,991
September 1963 ⁽¹⁾	24,611	22,034	46,645	187,793	99,162	286,955

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH AUGUST 1962 - AUGUST 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—August.....	236,921	104,366	102,784	63,558	89,871	50,865
1962—September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727r	96,469r	77,847r	43,687r	67,482r	34,041r
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August ⁽¹⁾	198,464	94,109	87,258	54,999	70,874	41,013

⁽¹⁾ Preliminary subject to revision.

r.—Revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING AUGUST 1963.⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from August 1962
Agriculture, Fishing, Trapping.....	16,605	8,678	25,283	- 4,340
Forestry.....	3,172	32	3,204	- 700
Mining, Quarrying and Oil Wells.....	687	65	752	- 292
Metal Mining.....	441	17	458	- 61
Fuels.....	124	25	149	- 30
Non-Metal Mining.....	51	2	53	- 98
Quarrying, Clay and Sand Pits.....	52	1	53	- 47
Prospecting.....	19	20	39	- 56
Manufacturing.....	13,776	12,690	26,466	- 7,489
Foods and Beverages.....	2,578	6,263	8,841	- 3,155
Tobacco and Tobacco Products.....	24	12	36	- 26
Rubber Products.....	100	31	131	- 167
Leather Products.....	197	384	581	- 141
Textile Products (except clothing).....	534	421	955	- 179
Clothing (textile and fur).....	451	2,006	2,457	- 422
Wood Products.....	2,001	269	2,270	- 461
Paper Products.....	898	345	1,243	- 387
Printing, Publishing and Allied Industries.....	370	507	877	- 75
Iron and Steel Products.....	2,364	367	2,731	- 1,144
Transportation Equipment.....	1,575	283	1,858	- 359
Non-Ferrous Metal Products.....	529	190	719	- 176
Electrical Apparatus and Supplies.....	495	623	1,118	- 221
Non-Metallic Mineral Products.....	566	84	650	- 260
Products of Petroleum and Coal.....	46	18	64	+ 6
Chemical Products.....	390	318	708	- 197
Miscellaneous Manufacturing Industries.....	658	569	1,227	- 125
Construction.....	12,165	199	12,364	- 4,158
General Contractors.....	7,656	129	7,785	- 3,048
Special Trade Contractors.....	4,509	70	4,579	- 1,110
Transportation, Storage and Communication.....	5,437	303	5,740	- 3,142
Transportation.....	4,970	181	5,151	- 3,053
Storage.....	349	43	392	- 32
Communication.....	118	79	197	- 57
Public Utility Operation.....	307	46	353	- 88
Trade.....	7,589	4,877	12,466	- 3,348
Wholesale.....	3,213	1,567	4,780	- 1,214
Retail.....	4,376	3,310	7,686	- 2,134
Finance, Insurance and Real Estate.....	478	906	1,384	- 172
Service.....	10,658	13,217	23,875	- 5,120
Community or Public Service.....	659	1,235	1,894	- 370
Government Service.....	1,835	631	2,466	+ 62
Recreation Service.....	1,722	430	2,152	- 1,042
Business Service.....	2,190	1,052	3,242	+ 558
Personal Service.....	4,252	9,869	14,121	- 4,328
GRAND TOTAL.....	70,874	41,013	111,887	-28,849

⁽¹⁾Preliminary—subject to revision.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT AUGUST 30, 1963.**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment ⁽¹⁾		
	Male	Female	Total
Professional & Managerial Workers.....	8,196	2,303	10,499
Clerical Workers.....	15,642	41,703	57,345
Sales Workers.....	7,020	12,205	19,225
Personal & Domestic Service Workers.....	25,414	18,133	43,547
Seamen.....	814	8	822
Agriculture, Fishing, Forestry (Ex. log.).....	4,768	891	5,659
Skilled and Semi-Skilled Workers.....	73,562	11,177	84,739
Food and kindred products (incl. tobacco).....	828	360	1,188
Textiles, clothing, etc.....	1,428	5,931	7,359
Lumber and lumber products.....	5,801	114	5,915
Pulp, paper (incl. printing).....	954	362	1,316
Leather and leather products.....	730	692	1,422
Stone, clay & glass products.....	203	21	224
Metalworking.....	9,553	844	10,397
Electrical.....	1,688	888	2,574
Transportation equipment.....	1,513	31	1,544
Mining.....	978	1	979
Construction.....	13,296	5	13,301
Transportation (except seamen).....	14,248	103	14,351
Communications & public utility.....	424	2	426
Trade and service.....	3,293	994	4,287
Other skilled and semi-skilled.....	13,096	626	13,722
Foremen.....	1,497	193	1,690
Apprentices.....	4,034	10	4,044
Unskilled Workers.....	73,093	20,062	93,155
Food and tobacco.....	2,172	4,991	7,163
Lumber & lumber products.....	5,569	260	5,829
Metalworking.....	3,380	429	3,809
Construction.....	27,948	2	27,950
Other unskilled workers.....	34,024	14,380	48,404
GRAND TOTAL.....	268,509	106,482	314,991

⁽¹⁾Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT AUGUST 30, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) August 30, 1963	Previous Year August 31, 1962		(a) August 30, 1963	Previous Year August 31, 1962
Newfoundland	6,177	7,793	Quebec—Concluded		
Corner Brook.....	1,090	2,001	Sorel.....	1,067	741
Grand Falls.....	526	849	Thetford Mines.....	1,350	764
St. John's.....	4,561	4,943	Trois-Rivières.....	2,732	2,680
Prince Edward Island	1,143	1,225	Val d'Or.....	1,195	986
Charlottetown.....	571	721	Valleyfield.....	1,673	1,223
Summerside.....	572	504	Victoriaville.....	844	772
Nova Scotia	11,955	12,276	Ville St. Georges.....	913	964
Amherst.....	397	458	Ontario	110,990	102,626
Bridgewater.....	455	615	Amprior.....	194	158
Halifax.....	3,664	3,598	Barrie.....	750	772
Inverness.....	201	257	Belleville.....	1,245	980
Kentville.....	783	846	Bracebridge.....	233	330
Liverpool.....	211	239	Brampton.....	1,260	656
New Glasgow.....	1,327	1,168	Brantford.....	1,508	1,468
Springhill.....	422	515	Brockville.....	261	340
Sydney.....	1,874	2,780	Carleton Place.....	207	94
Sydney Mines.....	470	657	Chatham.....	1,330	868
Truro.....	678	530	Cobourg.....	631	664
Yarmouth.....	573	613	Collingwood.....	495	307
New Brunswick	10,614	11,504	Cornwall.....	1,318	1,533
Bathurst.....	849	842	Elliot Lake.....	294	405
Campbellton.....	817	1,044	Fort Erie.....	263	244
Edmundston.....	455	486	Fort Frances.....	178	242
Fredericton.....	988	1,034	Fort William.....	1,028	1,016
Minto.....	187	478	Galt.....	666	1,114
Moncton ^(a)	2,385	2,511	Gananoque.....	84	129
Newcastle.....	841	985	Godfrich.....	193	227
Saint John.....	2,499	2,309	Guelpfr.....	887	1,141
St. Stephen.....	343	283	Hamilton.....	8,817	8,294
Sussex.....	210	272	Hawkesbury.....	315	298
Woodstock.....	1,070	1,260	Kapuskasing.....	606	832
Quebec	105,943	91,404	Kenora.....	290	307
Alma.....	1,508	1,726	Kingston.....	1,280	1,446
Asbestos.....	249	267	Kirkland Lake.....	401	445
Baie Comeau.....	337	367	Kitchener.....	1,436	1,305
Beauharnois.....	1,082	626	Leamington.....	689	349
Buckingham.....	485	423	Lindsay.....	689	640
Causapscal.....	415	675	Listowel.....	122	143
Chandler.....	711	907	London.....	3,163	2,594
Chicoutimi.....	1,747	1,940	Long Branch.....	2,837	2,261
Cowansville.....	221	221	Midland.....	330	340
Dolbeau.....	795	692	Napanea.....	232	207
Drummondville.....	1,314	1,111	New Liskeard.....	295	232
Farnham.....	247	304	Newmarket.....	561	776
Forestville.....	209	189	Niagara Falls.....	1,001	904
Gaspé.....	698	628	North Bay.....	668	774
Granby.....	1,386	1,384	Oakville.....	736	771
Hull.....	1,950	1,552	Orillia.....	440	405
Joliette.....	2,642	2,460	Oshawa.....	10,874	8,795
Jonquière.....	2,066	2,267	Ottawa.....	4,468	3,418
Lachute.....	413	416	Owen Sound.....	686	668
Lac-Mégantic.....	385	487	Parry Sound.....	135	234
La Malbaie.....	392	438	Pembroke.....	812	921
La Tuque.....	522	574	Perth.....	197	232
Lévis.....	2,020	1,290	Peterborough.....	1,906	1,887
Louiseville.....	517	503	Picton.....	135	134
Magog.....	315	236	Port Arthur.....	1,299	1,308
Maniwaki.....	289	211	Port Colborne.....	453	331
Matane.....	498	709	Prescott.....	303	316
Mont-Laurier.....	454	449	Renfrew.....	244	193
Montmagny.....	706	708	St. Catharines.....	3,045	2,800
Montréal.....	44,967	34,084	St. Thomas.....	422	516
New Richmond.....	526	537	Sarnia.....	1,793	1,624
Port Alfred.....	619	598	Sault Ste. Marie.....	1,574	1,326
Québec.....	8,532	7,774	Simcoe.....	651	694
Rimouski.....	1,340	1,653	Sioux Lookout.....	213	116
Rivière du Loup.....	1,471	1,305	Smiths Falls.....	213	238
Roberval.....	893	1,294	Stratford.....	335	518
Rouyn.....	1,342	1,370	Sturgeon Falls.....	401	357
Ste. Agathe des Monts.....	261	242	Sudbury.....	3,603	2,242
Ste. Anne de Bellevue.....	525	492	Tillsonburg.....	173	125
Ste. Thérèse.....	1,400	1,041	Timmins.....	932	964
St. Hyacinthe.....	1,070	694	Toronto.....	26,597	23,502
St. Jean.....	1,354	1,285	Trenton.....	554	523
St. Jérôme.....	964	916	Walkerton.....	255	268
Sept-Îles.....	1,047	884	Wallaceburg.....	346	177
Shawinigan.....	2,204	2,464	Welland.....	1,307	1,423
Sherbrooke.....	3,081	2,881	Weston.....	2,353	2,119
			Windsor.....	6,705	7,919
			Woodstock.....	480	527

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT AUGUST 30, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) August 30, 1963	Previous Year August 31, 1962		(a) August 30, 1963	Previous Year August 31, 1962
Manitoba	10,920	11,404	British Columbia	35,264	34,855
Brandon.....	715	906	Chilliwack.....	711	863
Dauphin.....	355	362	Courtenay.....	610	702
Flin Flon.....	106	118	Cranbrook.....	352	498
Portage la Prairie.....	362	381	Dawson Creek.....	803	775
The Pas.....	161	201	Duncan.....	630	625
Winnipeg ⁽¹⁾	9,221	9,436	Kamloops.....	549	658
Saskatchewan	5,984	7,142	Kelowna.....	539	430
Estevan.....	114	105	Kitimat.....	89	77
Lloydminster.....	97	102	Mission City.....	515	564
Moose Jaw.....	453	506	Nanaimo.....	749	817
North Battleford.....	407	259	Nelson.....	373	342
Prince Albert.....	835	873	New Westminster.....	4,828	5,482
Regina.....	1,566	1,819	Penticton.....	634	634
Saskatoon.....	1,688	2,447	Port Alberni.....	479	517
Swift Current.....	217	272	Prince George.....	944	1,053
Weyburn.....	78	82	Prince Rupert.....	483	394
Yorkton.....	529	677	Princeton.....	248	229
Alberta	16,901	15,016	Quesnel.....	502	543
Blairmore.....	209	254	Trail.....	458	407
Calgary.....	5,835	5,194	Vancouver.....	17,394	16,194
Drumheller.....	196	282	Vernon.....	575	569
Edmonton.....	7,990	6,365	Victoria.....	2,644	2,297
Edson.....	152	242	Whitehorse.....	155	205
Grande Prairie.....	496	533	CANADA	314,991	295,245
Lethbridge.....	947	897	Males	208,509	198,639
Medicine Hat.....	553	653	Females	106,482	96,606
Red Deer.....	523	591			

(1) Preliminary subject to revision.

(2) Includes 393 registrations reported by the Magdalen Islands local office.

(3) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 856, September issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT *

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—June.....	4,077,000	3,856,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000
November.....	4,110,000	3,735,800	374,200
October.....	4,009,000	3,764,900	244,100
September.....	3,998,000	3,800,200	197,800
August.....	4,022,000	3,823,300	198,700
July.....	3,996,000	3,784,000	212,000
June.....	3,977,000	3,762,700	214,300
May.....	4,084,100	3,653,300	430,800†

*Revised on the basis of book renewal at June 1, 1962.

†The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, JULY 31, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percentage Postal	July 31, 1962 total claimants
		1-4	5-13	14-26	27 or more (*)		
Canada.....	218,974	98,100	57,549	36,469	26,856	29.2	211,975
Male.....	140,675	67,968	35,034	21,600	16,073	30.4	134,611
Female.....	78,299	30,132	22,515	14,869	10,783	27.1	77,364
Newfoundland.....	5,021	1,637	1,493	1,009	882	62.6	5,883
Male.....	4,010	1,401	1,143	757	709	65.2	4,848
Female.....	1,011	236	350	252	173	52.0	1,035
Prince Edward Island.....	806	308	259	116	123	65.3	819
Male.....	504	191	176	66	71	72.8	528
Female.....	302	117	83	50	52	52.6	291
Nova Scotia.....	9,129	3,015	2,858	1,831	1,425	39.4	9,927
Male.....	6,616	2,208	2,179	1,334	895	39.7	7,458
Female.....	2,513	807	679	497	530	38.8	2,469
New Brunswick.....	8,141	3,175	2,245	1,786	935	47.3	8,159
Male.....	5,798	2,375	1,552	1,345	526	48.7	5,971
Female.....	2,343	800	693	441	409	43.7	2,188
Quebec.....	66,712	27,104	20,551	11,611	7,446	26.8	63,101
Male.....	43,914	18,740	13,142	7,501	4,531	27.9	40,449
Female.....	22,798	8,364	7,409	4,110	2,915	24.9	22,652
Ontario.....	85,663	46,346	18,856	11,886	9,075	23.6	79,693
Male.....	54,233	32,801	10,344	5,907	5,181	23.4	48,552
Female.....	31,430	13,545	8,512	5,479	3,894	23.9	31,141
Manitoba.....	7,406	2,325	1,988	1,894	1,199	28.3	8,526
Male.....	4,063	1,221	1,128	1,101	613	31.6	5,021
Female.....	3,343	1,104	860	793	586	24.2	3,505
Saskatchewan.....	3,844	1,385	911	847	701	40.8	4,482
Male.....	1,914	686	416	421	391	45.2	2,238
Female.....	1,930	699	495	426	310	36.4	2,244
Alberta.....	10,310	3,844	2,529	1,996	1,941	61.0	9,937
Male.....	6,370	2,392	1,444	1,116	1,418	65.4	6,117
Female.....	3,940	1,452	1,085	880	523	54.0	3,820
British Columbia.....	21,942	8,961	5,859	3,993	3,129	22.2	21,448
Male.....	13,253	5,953	3,510	2,052	1,738	23.8	13,429
Female.....	8,689	3,008	2,349	1,941	1,391	19.9	8,019

*The bulk of the cases in this group were on claim from 27-39 weeks.

Note: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JULY 1963

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,492	988	504	1,840	866	974	612
Prince Edward Island.....	355	237	118	356	253	103	112
Nova Scotia.....	3,239	2,115	1,124	3,705	2,726	979	959
New Brunswick.....	3,425	2,342	1,083	3,228	2,230	996	966
Quebec.....	32,986	20,059	12,907	31,003	21,839	9,164	12,466
Ontario.....	52,512	34,306	18,206	43,040	32,941	10,099	19,991
Manitoba.....	2,895	2,037	858	2,986	1,908	988	899
Saskatchewan.....	1,432	1,027	405	1,353	880	473	556
Alberta.....	4,375	2,811	1,564	4,349	2,940	1,409	1,808
British Columbia (incl. Yukon Territory).....	10,165	6,380	3,785	9,734	6,417	3,317	2,984
Total, Canada, July 1963.....	112,856	72,302	40,554	101,592	73,090	28,502	41,353
Total, Canada, June 1963.....	82,802	53,618	29,184	84,302	56,601	27,701	30,089
Total, Canada, July 1962.....	112,362	69,450	42,912	103,169	74,578	28,591	36,409

*In addition, revised claims received numbered 33,257.

†In addition, 32,482 revised claims were disposed of. Of these, 2,934 were special requests not granted and 2,048 appeals by claimants. There were 9,073 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JULY 1963

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	14,502	332,544
Prince Edward Island.....	2,905	57,386
Nova Scotia.....	32,502	715,864
New Brunswick.....	27,907	618,135
Quebec.....	216,808	5,130,618
Ontario.....	227,170	5,285,360
Manitoba.....	26,404	603,909
Saskatchewan.....	13,875	306,581
Alberta.....	34,367	829,286
British Columbia (including Yukon Territory).....	67,154	1,626,509
Total, Canada, July 1963.....	663,594	15,506,192
Total, Canada, June 1963.....	675,283	15,986,894
Total, Canada, July 1962.....	631,485	14,511,553

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	132.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1963

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	August 1962	July 1963	August 1963							
①St. John's, Nfld..	118.7	120.9	121.7	121.3	115.4	112.5	123.6	156.9	154.1	101.1
Halifax.....	131.3	132.0	132.5	130.7	133.2	125.2	137.9	163.9	165.7	124.3
Saint John.....	132.7	134.0	134.1	133.7	131.2	123.9	143.1	186.5	154.1	124.5
Montreal.....	131.6	133.4	133.7	138.9	134.8	108.3	159.3	169.2	143.5	118.4
Ottawa.....	132.4	134.5	135.0	134.8	137.0	120.3	153.7	169.2	142.8	123.9
Toronto.....	133.1	135.5	135.6	132.1	139.7	121.4	136.2	160.3	185.3	122.5
Winnipeg.....	129.4	130.9	131.0	132.4	128.0	120.8	134.3	174.8	139.5	125.5
Saskatoon-Regina..	128.3	129.0	129.2	130.0	127.0	129.1	134.7	145.6	147.1	119.5
Edmonton-Calgary..	126.5	127.8	128.0	126.6	126.6	124.5	129.6	163.9	145.7	119.4
Vancouver.....	129.7	132.3	132.2	131.8	134.7	119.4	140.3	150.7	149.4	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 954.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962: August.....	37	57	11,565	74,380	0.06
September.....	23	47	10,509	121,930	0.12
October.....	22	44	10,031	121,230	0.11
November.....	29	47	9,525	75,270	0.06
December.....	14	28	3,565	55,110	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15
August.....	28	55	11,597	73,340	0.06

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	2	100	2,150
Manufacturing.....	27	6,721	30,820
Construction.....	15	4,346	34,600
Transpn. & utilities.....	5	292	3,110
Trade.....	6	138	2,060
Finance.....			
Service.....			
Public administration.....			
All industries.....	55	11,597	73,340

TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	36	610
Prince Edward Island.....			
Nova Scotia.....	2	117	970
New Brunswick.....	10	3,126	36,220
Quebec.....	30	2,734	19,810
Ontario.....	1	66	380
Manitoba.....	1	103	2,000
Saskatchewan.....	4	599	4,300
Alberta.....	4	4,683	8,300
British Columbia.....	2	133	750
Federal.....			
All jurisdictions.....	55	11,597	73,340

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1963**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
MANUFACTURING <i>Food and Beverages</i> Fisheries Association of B.C., B.C. Coast.	United Fishermen (Ind.)	4,600	6,570	55,880	July 17 Aug. 3	Wages, other benefits~4% wage increase.
<i>Leather</i> Dominion Luggage, Weston, Ont.	Leather and Plastic Work- ers Loc. 8 (AFL-CIO/ CLC)	102	610	610	Aug. 23	Wages, statutory holidays, overtime, vacations~
<i>Textiles</i> Hafner Fabrics of Canada, Granby, Que.	Textile Federation (CNTU)	202 (12)	910	910	Aug. 14 Aug. 18	Discharge of one employee following disagreement with foreman~Return of workers pending decision of arbitra- tor.
<i>Knitting Mills</i> Regent Knitting Mills, St. Jerome, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO/CLC)	650	10,400	10,400	Aug. 13	Wages, hours, working con- ditions~
<i>Wood</i> Bellerive Veneer & Plywoods, Mont-Laurier, Que.	CNTU	180	270	270	Aug. 30	Wages, hours, working con- ditions~
<i>Non-Metallic Mineral Products</i> Domtar Construction Materials, Cooksville, Ont.	Brick and Clay Workers Loc. 668 (AFL-CIO/CLC)	240	2,400	3,840	July 24 Aug. 16	Wages, hours~5¢ an hr. in- crease immediately, reduc- tion in hours in two stages with maintenance of take- home-pay.
CONSTRUCTION Toronto & District Marble Tile & Terrazzo Contractors' Assoc., Toronto, Ont.	Bricklayers Loc. 31 (AFL-CIO/CLC) Terrazzo Workers' Help- ers Loc. 56 (AFL-CIO)	556 (250)	3,340	25,160	May 31 Aug. 12	Wages, retention of present system of hiring~Immediate increase of 10¢ an hr; 5¢ an hr. Jan. 1, 1964, 5¢ May 1, 1964, 5¢ Nov. 1, 1964, 5¢ May 1, 1965 and 10¢ Nov. 1, 1965; establishment of joint committee to settle problems as they arise.
Hamilton Builders' Exchange, Hamilton, Ont.	Sheet Metal Workers Loc. 568 (AFL-CIO/CLC)	100	1,000	2,500	July 11 Aug. 16	Wage rates; wage differ- entials~10¢ an hr. on ac- ceptance, 10¢ an hr. Feb. 16, 1964, 10¢ June 15, 1964; in- creased rates for travelling and living allowances outside zoning areas.
Various construction contractors, St. Jean and vicinity, Que.	Building Workers' Federation (CNTU)	1,500	22,500	22,500	Aug. 7 Aug. 28	Wages, hours, pension plan, union security~10¢ an hr. in- crease on signing of contract, 12¢ Jan. 1, 1964, 13¢ July 1, 1964, 10¢ Jan. 1, 1965, 10¢ July 1, 1965; reduction in hours, 5¢ an hr. to pension fund by both parties, paid vacations, other benefits.
Association of Electrical Contractors, Calgary, Alta.	I.B.E.W. Loc. 254 (AFL-CIO/CLC)	529	3,170	3,170	Aug. 23	Wages, paid holidays, sub- sistence allowance for work in parks area~
Foundation Company, Sault Ste. Marie, Ont.	Plumbers (AFL-CIO/CLC)	117	410	410	Aug. 27	Re-instatement of two fore- men, other grievances~
Hamilton Electrical Contractors' Assoc., Hamilton and area, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	583 (21)	1,460	1,460	Aug. 28	Enlargement of free travel- ling zone~
Pioneer Construction, Sudbury, Ont.	International Operating Engineers Loc. 793 (AFL-CIO)	233	700	700	Aug. 28	Signing a first agreement~
Miron Limited, Montreal, Que.	CNTU	450	230	230	Aug. 28 Aug. 28	Dismissal of one employee for cause~Referral to arbi- tration.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1963**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
TRANSPN. & UTILITIES <i>Transportation</i> Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	107	2,250	26,090	Feb. 6	Union security, voluntary dues check-off~
Hull City Transport and Hull Metropolitan Transport, Hull and area, Que.	Street Railway Employees Loc. 591 (AFL-CIO/CLC)	132	730	730	Aug. 22 Aug. 29	Wages~Wage increases.
TRADE Loblaw Groceries, Regina, Saskatoon, Moose Jaw, Sask.	Retail Clerks Loc. 244 (AFL-CIO/CLC)	103	360	2,360	July 26	Wages, fringe benefits~

Figures in parentheses indicate the number of workers indirectly affected.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in

terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE SECOND QUARTER OF 1963

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....													
Struck by:													
(a) tools, machinery, cranes, etc.....		1			1	3	1		1				7
(b) moving vehicles.....	1					3					1		4
(c) other objects.....	1	3		6	4	3	1	1	1		4		34
Caught in, on or between machinery, vehicles, etc.....	4	1		6	5	3	3		1		1		24
Collisions, derailments, wrecks, etc.....	6	1			3	9	16		5		5		45
Falls and slips:													
(a) on same level.....		1	1	1	1	1			2		3		10
(b) to different levels.....	2	3	9		2	13	4	1		1	2		43
Conflagrations, temperature extremes and explosions.....		1		2	7	2	1		3		3		19
Inhalation, absorptions, asphyxiation and industrial diseases.....		2		12	10	3	1						28
Electric current.....	1			2	2	2	1	4			1		13
Over-exertion.....					1		1				1		3
Miscellaneous accidents.....											2		2
Total.....	15	18	10	29	36	51	29	6	14	1	23		232*

* Of this total 163 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 69 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES, BY INDUSTRY AND PROVINCE, DURING THE SECOND QUARTER OF 1963

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon & N.W.T.	Total
Agriculture.....		1		1		8	1	4				15
Logging.....						5				13		18
Fishing and Trapping.....	3		7									10
Mining and Quarrying.....			3			10		1		7		20
Manufacturing.....	3	2	1	1	2	16	3	1	2	5		36
Construction.....	1			4	5	22	2		8	8		51
Transportation, Storage and Communication.....			1			11	4	1	4	4		29
Public Utilities.....			1		4	3				1		6
Trade.....						5	1	1	4	3		14
Finance.....						1						1
Service.....					5	6	3	1	3	5		23
Unclassified.....												
Total.....	7	3	14	6	19	87	14	9	27	46		232*

* See footnote to Table H-1.

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The Department of Labour has prepared the following filmstrips in collaboration with the National Film Board. These may be purchased from the National Film Board, Box 6100, Montreal. Prices in Canada: \$4.00 for colour; \$2.00 for black and white.

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